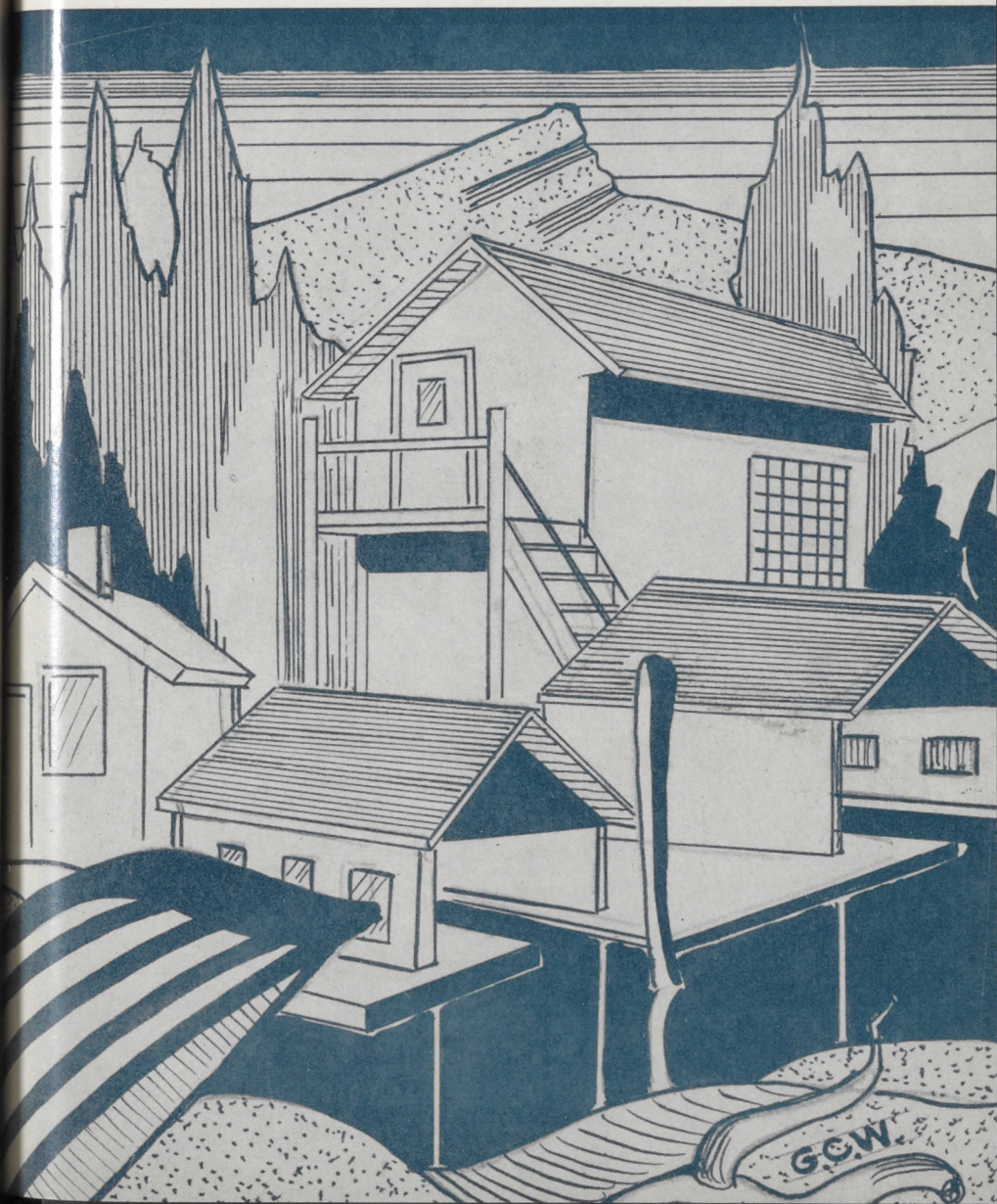


# The ATA Magazine

MAY  
1954

OFFICIAL ORGAN OF THE ALBERTA TEACHERS' ASSOCIATION





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# WORLD AFFAIRS

Once again we urge subscribers OLD and NEW to estimate requirements for the 1954-5 school year before school closing this year. Many are disappointed each year because some issues quickly run out of print.



Please remember the May-June issues are combined as in recent years—mailing date about May 15.

The September 1954 issue will be the first of the 20th volume.



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# The ATA Magazine



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NUMBER . . . . 9

MAY . . . . . 1954

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## COVER STORY

Boat houses at Banff by G. C. White of  
Crescent Heights High School staff,  
Calgary, reminds us of the annual ATA  
Banff Workshop to be held August 15-22.

Affiliated with the Canadian Teachers'  
Federation

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Edmonton, Alberta

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## **THE BOARD OF TEACHER EDUCATION AND CERTIFICATION**

The Board of Teacher Education and Certification was established by Order-in-Council in 1945. Membership of the Board includes representatives of the Department of Education, the University of Alberta, the Alberta Teachers' Association and the Alberta School Trustees' Association.

### **Terms of Reference**

The Order-in-Council outlines the terms of reference which include making recommendations to the Minister of Education concerning:

1. a program for the training of teachers,
2. the types of qualifications of Alberta teachers,
3. the requirements for every class and type of Alberta teacher's certificate,
4. all regulations governing the certification of teachers in Alberta, and
5. the professional qualifications and standing required of all teachers seeking certificates whose diplomas or certificates were not obtained in Alberta.

These are parts of the areas of advisory responsibility which were assigned to the Board by the original Order-in-Council. In general, the terms of reference are so comprehensive with respect to teacher education and certification as to place all such matters under the Board's scrutiny.

### **Board Decisions**

Presumably, the Board was established to provide the Minister of Education with expert professional advice on all matters relating to teacher-training and certification. Because of the composition of the Board, any decision reached should be significant if not authoritative.

Its decisions on policy, however, have only the force of a recommendation to the Minister in whom approval finally rests. In practice, it could be expected that the Board's decisions would be acceptable to the Minister of Education because of the fact that it is concerned primarily with the overall policy of teacher education and certification.

### **Living Dangerously**

Since its inception the Board has made recommendations concerning teacher education and certification which have assumed basically that standards should be maintained and increased as soon as possible. Members have had to juggle constantly with the conviction that stand-



ards of training should be moved upwards and with the pressures to relax existing standards to increase the supply of teachers for Alberta classrooms.

These pressures to reduce standards have been continuous and have varied over the years. It is to the everlasting credit of the Board of Teacher Education and Certification that its decisions have shown a firm conviction that standards must not be lowered.

### **The 1945 Crisis**

In 1945, after the Board had recommended two years of training as a minimum for certification of teachers, the government and the Minister rejected the proposal. The Board, under the circumstances, contemplated resignation but was able to effect the compromise of temporary licensing after one year's training and permanent certification after two years of training.

### **The Board Was By-Passed**

It is reasonable and practical to assume that any and all proposals affecting teacher education and certification should be at least discussed with this Board if only to gauge the reaction to changes. However, the Minister of Education and the government chose to by-pass the Board in recent decisions to institute the six-weeks' program and to reduce permanent certification from two years to one year of training. Whether this inaugurates new practice or was deemed to be more expedient at the time is a question which we cannot answer here. Suffice it to say that there is a fundamental difference of gravest implication in that the Minister of Education presented the regulations regarding *The Emergency Teacher Training Act* to the Board of Teacher Education and Certification for information. It is expected that the new regulations regarding certification will be handled the same way.

### **Implications For The Board's Functions**

In view of the terms of reference of the Board of Teacher Education and Certification there now arises the question as to whether it can effectively practise its advisory function when the Minister of Education and the government enact and authorize changes in teacher-training and certification in direct conflict with the Board's established policy to maintain and promote high standards. The Board cannot feel less than chagrined to see that its recommendations were not sought. It must wonder now just what are its terms of reference. It should be wondering whether it can serve usefully under present circumstances.

### **Our Responsibility**

The Alberta Teachers' Association must now consider whether any useful purpose is served by membership in a board which may have become synonymous with a rubber stamp. The Alberta Teachers' Association must also decide whether it can promote professional training, status and prestige effectively by any other means. These are serious problems. They are the bone and sinew of our professional responsibility to education and to ourselves.



# Professionally Speaking

Implications of the regulations for administering the six-weeks' student-teacher program were studied by the Executive Council of the Alberta Teachers' Association at a two-day meeting on May 7 and 8. Executive members reviewed events preceding the establishment of the six-weeks' program and also considered subsequent developments.

Proposals to use experienced rural teachers as demonstrators in Education 106 periods during the six-weeks' course in July and August of this year, and to place student-teachers under the direction of fully qualified teachers in September for experience in teaching and classroom management, were reported.

The Executive Council issued the following statement which is to be sent to the Minister of Education, the Department of Education, the Faculty of Education, and the Board of Teacher Education and Certification.

**"Because the Alberta Teachers' Association believes the six-weeks' teacher-training program is no solution to the teacher shortage, and because it has gone on record as favouring a minimum of four years of training for permanent certification, the Alberta Teachers' Association requests of the Minister of Education, the Department of Education, the Faculty of Education, and the Board of Teacher Education and Certification, that teachers not be placed in an embarrassing position by being asked to assist in any way in the training of these student-teachers."**

## Employment of Student-Teachers

Further study of the regulations showed that student-teachers may be engaged by **any** school board **anywhere** in the province. There do not appear to be any safeguards to ensure that a qualified teacher will not be in direct competition with a student-teacher for a position. The Executive Council was concerned

that the regulations have extended the field of possible employment for student-teachers beyond the immediate replacement of correspondence supervisors. A committee consisting of representatives of the Alberta Teachers' Association on the Board of Teacher Education and Certification was instructed to approach both the Minister of Education and the Alberta School Trustees' Association in order to present our views in the matter of employing six-weeks' student-teachers in graded schools and in any position for which a qualified teacher is available.

## Certification

The Executive Council heard reports of the proposed lowering of requirements for permanent certification from two years to one year of training. It was agreed that this action would prove to be an immediate and serious disservice to education in Alberta.<sup>1</sup>

In connection with the proposals to lower certification standards it was learned that a number of teachers with temporary licence certification and letters of authority are considering cancelling plans to attend summer school to complete their training.

The Executive Council decided to encourage all teachers to continue with their plans for increasing their qualifications. Efforts will be made to inform all teachers of the policy of the Alberta Teachers' Association with respect to training and certification of teachers. However, the Executive felt that much damage had already been done for this year and that a number of persons with marginal training had been encouraged by recent developments to discontinue

*(Continued on Page 58)*

1 Editor's Note—On May 20, the Minister of Education announced that permanent certification will be given to teachers with one year of training after "other requirements have been met." This new certificate will be known as a Junior E Certificate and will, presumably, replace the Temporary License.



# Techniques of Guidance

## The Scattergram

J. C. WOODSWORTH, Faculty of Education, Calgary, and  
S. C. T. CLARKE, Faculty of Education, Edmonton

SINCE this is the last article in "Techniques of Guidance," it is probably appropriate that this last illustrated "trick-of-the-trade" should relate specifically this rather new field of guidance with the older field of curriculum. This may be done graphically through the medium of the scattergram.

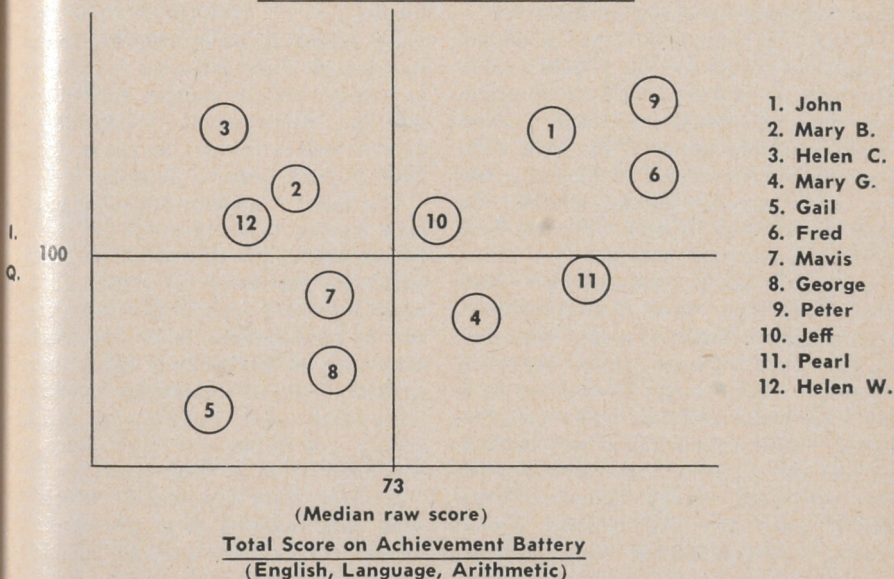
### Constructing the diagram

Many educational data may be plotted on axes to depict certain relation-

requirements; nevertheless, it provides suggestive clues for the teacher in her search for information about the child which will help her to teach more effectively.

- (a) I.Q.'s (vertical axis) may be secured from any reliable test administration in the child's past schooling, as it is assumed that these ratings remain roughly constant throughout the child's life.
- (b) Achievement scores must be deriv-

A Scattergram Showing Intelligence (I.Q.) in Relation to Earned Scores (Raw)  
on a Standardized Achievement Test



ships. However, those illustrated here deal with the relationship of the pupil's intellectual **potential** with academic **achievement**. The representation is rough and does not meet many statistical

ed from a test (preferably standardized, although teacher-made tests may also be used) administered on a certain date to all children of the

(Continued on Page 56)



# ***Annual Report of the President***

Calgary,  
April, 1954.

To: Councillors and Members  
of the Executive,  
Annual General Meeting,  
Alberta Teachers' Association.

It has become customary for the president of our Association to submit a report on the highlights of the past year's activities. I propose to follow such established practice. First, may I express my appreciation for the opportunity to have served as head of the Alberta Teachers' Association for one year. Further, I would like to record that the utmost confidence and consideration has been given to me at all times by the members of the Executive Council and the members of the office staff. It has been extremely gratifying to find the Executive and office staff working in close harmony on every problem.

At the beginning of this year we established dates for all regular meetings, hoping that it would be unnecessary to call special meetings. These regular meetings were: Post-AGM, July, September, December, February, and Pre-AGM. Only one special meeting has been called, that to deal with the West Jasper Place salary dispute.

A number of committees have been struck and they have met frequently. The Finance Committee meets once during the course of each regular executive meeting. The Pension Committee is a new committee and has held one introductory session. The Discipline Committee has met only once during the year. The Provincial Salary Schedule Committee met with the Alberta School Trustees' Association on two occasions. We were empowered to carry on discussions about a provincial salary schedule but were not authorized to complete arrangements. A report of the discussions will be placed on our agenda. The Resolutions Committee has done a great deal of work in making a complete consolida-

tion and revision of policy resolutions to simplify and streamline our policies. These will be submitted for your consideration.

A new conference, that of Western Educators, was inaugurated this year. Representatives from British Columbia, Alberta, Saskatchewan, and Manitoba met to discuss teacher education. Agreement was reached on some issues, and a recommendation was made to recognize certificates from each of the provinces with certificates to be based on two years of teacher training.

Problems of teacher shortage and pensions have continued to take much of our time. The only feasible way to eliminate the teacher shortage, in my opinion, is to retain the teachers we have by offering better salaries, by providing better living and working conditions, and by increasing the entrance requirements.

An actuarial survey of the Teachers' Retirement Fund is under way, but due to extensive card changes needed to get all the information required, final figures will unlikely be ready for the 1954 Annual General Meeting.

The Banff workshop continues to serve as a service to representatives from all locals. No doubt the value to the participating members is great, but our main concern is still to distribute the result of deliberations to all the teachers. The value of this study is appearing particularly in local association public relations and in salary negotiations. Effective results are necessarily slow since only one member from each local attends.

A new ATA Handbook, which has been long delayed, is at present in the hands of the printer and should be ready for distribution by the time this is printed.

Our promotional advertising has been discontinued but no other means of publicity has as yet been undertaken.

Some progress has been made in im-

*(Continued on Page 55)*



# Annual Report of the General-Secretary

Calgary,  
April, 1954.

To: Councillors and Members  
of the Executive,  
Annual General Meeting,  
Alberta Teachers' Association.

As General Secretary, I respectfully submit the following report to the thirty-seventh Annual General Meeting of the Alberta Teachers' Association.

## 1. Membership

The number of teachers registered as members of the Association on March 1, 1953, and on March 1, 1954, is as follows:

|                       | 1953 | 1954 |
|-----------------------|------|------|
| Life Members          | 264  | 276  |
| Faculty of Education  |      |      |
| Edmonton              | 397  | 406  |
| Calgary               | 186  | 178  |
| Optional Members      |      |      |
| Faculty of Education  | 8    | 9    |
| Correspondence Branch | 51   | 55   |
| Others                | 5    | 3    |
| Employed by           |      |      |
| School Boards         | 6792 | 7196 |
|                       | 7703 | 8123 |

## 2. Organization

The Alberta Teachers' Association has 67 local associations and approximately 70 sublocals. There are also a number of "study groups." The 67 local associations are represented by 185 councillors at the Annual General Meeting.

## 3. Publications

Ten issues of *The ATA Magazine* were published from September to June inclusive. The total circulation is 9200.

In September, 1953, the managing editor and editor attended the Education Communications Workshop for representatives of Western Canadian teachers magazines in Saskatoon. The Education Communications Service is the new name of the Rural Editorial Service, an organization dedicated to improving

the quality of educational journals in Canada and the United States.

A questionnaire surveying readership of *The ATA Magazine* was sent to the councillors in May, 1953. Of the 190 sent out 55 were returned: the magazine was rated as excellent by 13, very good by 1, good by 36, and as fair by 3.

The December, 1953 issue of the magazine was ranked by the Education Communications Service as one of the best for the period. The cover was rated as one of the seven best of Canadian and American teacher magazines.

The magazine was commended for its editorial treatment, the secretary's diary, and the use of feature articles concerning education in Alberta. Picture treatment was criticized, especially the group pictures of the Banff Workshop. Numerous suggestions were made for improving layout.

Alberta teachers are beginning to contribute more articles for publication in the magazine. They are also becoming more interested in the views expressed in the editorials and articles. Comments have been received regarding cover design, editing, editorial views, choice of content, and typography.

The Association also publishes newsletters, salary bulletins and pamphlets. Newsletters contain information of particular interest to local executives and are distributed to secretaries and councillors of each local association. Several local associations order additional copies at cost for distribution to executive members of locals and sublocals. Salary bulletins include statistical information concerning wage and salary trends, teacher supply and qualifications, teacher salary schedules, etc. They are sent to secretaries and councillors of locals for distribution to salary committees. They are designed to give information to salary policy committees and to indicate the general trend of negotiations during the current year.

The Association has published a



brochure on collective bargaining. This has been distributed to all local associations and a limited supply is available on request.

During the past year, work on the revision of the ATA Handbook has been completed and copy is now in the hands of the printer. It is expected this publication will be available during April.

The Association also publishes an AGM Handbook for councillors. This publication continues to enjoy widespread approval and support from all associated with the Annual General Meeting.

#### 4. Research

The Alberta Teachers' Association has been interested in research since it was organized, but until 1937 was handicapped by lack of funds. The first worthwhile project undertaken by the Association was the preparation and publication of a book on guidance, "Choosing Your Life Work." The research work for this book was done by Dr. Fred Tyler under the direction of Dr. M. E. LaZerte and Dr. H. E. Smith.

In 1943 the Alberta Teachers' Association, because of the growing criticism of education, undertook a survey of the basic skills in Grade IX. Dr. Clarence Sansom prepared and marked a series of six tests from 1943 to 1948. The results, with comparative tables, were subsequently published, the final summary being printed in the June, 1950 issue of *The ATA Magazine*. At the time, it was intended to repeat these tests of the basic skills every five years.

Some few minor projects in research have also been undertaken, but, to date, there has not been a systematic plan of educational research in Alberta, by the Association or any other group.

In 1936 a trust fund for research was established with annual appropriations of \$1,000. The interest on the principal was to be made available for research, with additional amounts, as required, from general revenue, the idea being that, in time, the principal would yield sufficient interest to undertake research projects in a modest way.

Today, the Alberta Teachers' Association is in a position to establish its own research bureau, but it would be expensive and our findings would be subject to criticism on the grounds that the research was conducted by an interested and, therefore, biased party.

A Bureau of Research for Western Canada, supported by the four provincial teachers' organizations, has been proposed. It would be an easy matter for the West to finance such an organization, but its findings would also be subject to criticism.

The Canadian Teachers' Federation has employed a director of research; he has already started a research program for Canada.

The Canadian Education Association has no director of research, but it has obtained grants from the Kellogg Foundation Fund to make a survey of supervision in Canadian schools.

Alberta has almost completed plans for a research organization that should meet the needs of this province. A temporary organization has already been set up. It will be under the direction of the Faculty of Education, and will be controlled by an advisory committee of representatives of the five participating organizations—the Faculty of Education of the University of Alberta, the Department of Education, the Home and School Association, the Alberta School Trustees' Association, and the Alberta Teachers' Association. All moneys will be under the control of the advisory committee and will be placed either in an endowment fund with the interest being made available each year for research projects or in a current account, as the donors wish. It is expected that this organization will establish educational research in Alberta on a permanent basis.

Research work will likely begin in a modest way, but, as more funds are available and the committee gains experience and confidence, educational research work in Alberta should play an increasingly important part in our educational system.

It is hoped that this research or-



ganization in Alberta will be supported by all teachers in the interests of education. It will be one more step in our development and should improve the prestige of the profession and its members. Through research, teachers should be able to give better service to the public—one of the main responsibilities of our profession.

### 5. Library

During 1953, 699 books were sent to teachers. The "book package" plan is becoming increasingly popular; 105 packages were sent out this year. All books have been indexed and catalogued. While the library is being used by some teachers, more teachers should use it. It's a professional library and a good one.

### 6. Scholarships

The John Walker Barnett Scholarship for 1953 was awarded to Charles Thomas Peacock, Barons.

The Clarence Sansom Memorial Gold Medal in Education was awarded to Miss Valley De Paoli, Calgary.

### 7. Conventions

Nineteen conventions were held in 1953.

Our guest speakers were: Dr. Fred Barnes, Chairman of the Division of Elementary Education, College of Education, University of Illinois, Urbana, Illinois; Dr. D. T. Oviatt, Los Angeles State College, Los Angeles, California; Dr. Van Miller, Professor of Education, College of Education, University of Illinois, Urbana, Illinois; Mr. Fred Gathercole, Superintendent of Schools for Saskatoon, Saskatchewan; Mr. N. V. Scarfe, Dean of the Faculty of Education, University of Manitoba, Winnipeg, Manitoba; Dr. Lawrence G. Thomas, Associate Professor of Education, School of Education, Stanford University, Stanford, California; and Dr. H. E. Smith, Dean of the Faculty of Education, University of Alberta, Edmonton, Alberta.

The Department of Education was represented by the following: the Hon. Anders O. Aalborg, Dr. W. H. Swift,

Messrs. E. W. Wood, W. E. Frame, H. C. Sweet, D. R. Cameron, R. E. Byron, A. A. Aldridge, H. E. Balfour, M. L. Watts, and A. B. Evenson, and Miss E. Palate.

The Faculty of Education was represented by the following: Messrs. A. Eriksson, H. Sparby, H. Melsness, W. Pilkington, A. Forbes, S. Hampson, B. Y. Card, and H. T. Coutts, Misses B. Newton, M. Caldwell, and D. Lampard, and Dr. H. S. Baker, and Dr. H. E. Smith.

The Association was represented by one or more members of the Executive Council at each convention.

### 8. General Meetings

The thirty-sixth Annual General Meeting of 1953 was held in the Macdonald Hotel, Edmonton, on April 6, 7 and 8. There were no emergent meetings.

### 9. ATA Workshop

The fifth ATA Workshop was held at the School of Fine Arts in Banff from August 16 to 23 inclusive. There were 50 teachers enrolled in the general course, and 14 in the writers' course. In all, 46 locals sent one or more delegates; 25 locals sent no delegates.

Consultants were: Paul Bagwell, educational writing; Stewart Harral, public relations; H. J. M. Ross, collective bargaining; John Amend, group dynamics; Lars Olson, ATA administration; Eric C. Ansley and Miss C. E. Berry, pensions. Consultants were assisted by Alan Pierce of William M. Mercer Limited, and K. A. Pugh of the Department of Industries and Labour.

The sixth ATA Workshop will be held in Banff, from August 15 to 22, 1954. Each local is urged to send a delegate. The addition of the fourth chalet, with its large assembly hall, four classrooms, office accommodation and seventeen bedrooms, has made the workshop easier for administration and more pleasant for the delegates.

There will be five sections of the general course again this year—group dynamics, public relations, ATA administration, collective bargaining, and pensions, and the writers' course.



Over three hundred teachers have now attended one or more workshops and, in addition to having benefitted personally and directly, on their return to their locals have made their experiences and information available to members of locals, salary negotiation committees and publicity committees, to convention groups and to school staffs. The workshop is playing a part in the growth of our profession, by providing an increasing number of well informed teachers each year for local work.

## **10. Executive and Committee Meetings**

The Executive Council met on the following days: February 6 and 7, April 4 and 9, July 2, 3 and 4, August 20, September 25 and 26, November 27, December 11 and 12—a total of thirteen days. In 1952 the Executive Council met for nineteen days.

The Resolutions Committee met on February 20 and 21, July 16 and 17, and October 17, 1953.

The Discipline Committee met on February 21, 1953.

The ATA Education Coordinating Committee did not meet in 1953.

The Conference Committee met on December 15 and 16, 1953.

The Library Committee met on December 12, 1953.

The Pension Committee met on November 28, 1953.

The Finance Committee met on March 14, July 2, September 25, and December 11, 1953.

## **11. Resolutions of Annual General Meeting, 1953**

Reports of the disposition of resolutions of the 1953 Annual General Meeting have been made in *The ATA Magazine*, Newsletters and the AGM Handbook.

The Conference Committee is dealing with more resolutions than previously; this should be encouraged.

Resolutions were presented to the Minister of Education and his senior officials from four to five o'clock on the afternoon of December 15, and to the

Executive Council of the Government from ten to eleven o'clock on the morning of December 16. Two hours, approximately, is not sufficient to discuss many resolutions thoroughly.

## **12. Electoral Ballots**

Three electoral ballots were submitted to the teachers last September in accordance with the By-laws of the Association. The fifty percent of the electoral vote necessary for presentation to the Annual General Meeting was obtained.

## **13. Discipline Cases**

No inquiries were held this year, but one is now pending.

## **14. Canadian Teachers' Federation**

The conference of the Canadian Teachers' Federation was held in Montreal from August 11 to 15, 1953. Our delegates were Lars Olson and Frank J. Edwards, president and vice-president, respectively, of the Alberta Teachers' Association, and the general secretary.

John L. Prior of British Columbia was elected president, and Dr. L. P. Patterson of Quebec, vice-president. Lars Olson represents Alberta on the Board of Directors.

Membership in the Federation at June 30, 1953 was 70,921.

The main advance this year was the purchase and subsequent alteration of a CTF Headquarters building in Ottawa at 444 MacLaren Street.

Again, the Ontario Teachers' Federation did not pay its full fee for the year. Discussion of amendments to the constitution, proposed by the Manitoba Teachers' Society, was not given much time on the agenda, and as a result is scheduled to come up again in 1954. Of the three-day convention of six sessions, one session only was used for the reception of all CTF and provincial reports, one for study groups on ethics, curriculum and teaching aids, one for research and international relations, one for a discussion of teacher education and certification, one for reports of special



committees, and the final session for summaries, financial reports and resolutions.

At these conferences there is never enough time for worthwhile discussions of problems such as salaries, pensions, tenure, class load, supply of teachers, and living and working conditions, all of which are of primary importance to the teachers. There seems to be a tendency to leave these matters for the conference of secretaries which is held every other year.

#### **15. Western Conference, Vancouver, B.C.**

The seventh conference of Representatives of Teachers' Organizations in the Western Provinces was held in Vancouver, B.C., on November 19, 20 and 21, 1953. The Alberta Teachers' Association was represented by the president and the general secretary. Representatives of the Canadian Teachers' Federation were George G. Croskery and John L. Prior, secretary and president, respectively.

The topics discussed included teacher training and certification, especially the rumoured six-weeks' program in Alberta, services to teachers, trends in salary schedules, teachers' pension plans, the teachers' place in curriculum planning and making, relationships among trustees, superintendents, principals, and teachers, grants for elementary and secondary education, and developments in the field of educational research.

The salary schedule recommended by the Conference was approved, with some amendments made by the Executive Council of the Alberta Teachers' Association.

#### **16. Legislation**

*The School Act*, rewritten and rearranged, was presented to the 1951 session of the Alberta Legislature. It was passed at the 1952 session, being now Chapter 80 of the Statutes of Alberta.

A number of proposed amendments to the Act have been discussed by the Conference Committee. Those of im-

portance to the Association are: sections 177, Duties of boards; 180, Permissive powers of boards; 342, Temporary teachers; 351, Board of Reference; 356, Preparation of salary schedules; 358, Monthly payment of teachers; 359, Computation of teacher's salary; 360, Sick pay; 371, Limits of school year; and 399, Employment of school age children prohibited.

#### **17. Tenure**

Alberta teachers have excellent protection in cases of dismissal, but practically no protection in regard to transfers. A board may transfer a teacher at any time to any school, and, while the transfer is subject to appeal, the appeal is to the school board making the transfer, which, with a few exceptions, has been of little value in protecting the rights of teachers.

The Association has not been able to persuade either the Departmental officials or the Executive Council of the Government to amend the regulations about transfers to give the teachers some protection in cases of unjust and unreasonable transfers.

#### **18. Pensions**

There have been three developments in the matter of pensions which should be reported to the Annual General Meeting.

The Pension Committee has been formed and has one representative from each of the eight geographic districts and two members at large, making a total of ten. The committee has held one meeting.

Pensions were added to the ATA Workshop general course at Banff in 1953, and will be given again in 1954.

The work in the office for the actuarial survey was started last July, but on account of the additional data required to answer the questions submitted through the Executive Council of the Association, the cards were not completed until January, 1954. Although as much additional clerical help as could be profitably used was engaged, the



preparation of the cards took much more time than had been estimated. As a result, the actuarial report was not available by January, 1954.

The report of the Board of Administrators, Teachers' Retirement Fund, will be given by the chairman of the Board, Mr. T. D. Baker.

## 19. Salaries and Collective Agreements

The Alberta Teachers' Association, as bargaining agent, has negotiated collective agreements with the following school divisions and districts: Bellevue-Hillcrest, Bonnyville Town, Bowness, Canmore, County of Newell, Killam, Olds, Olds Town, Redcliff, Red Deer, Red Deer City, Rocky Mountain House, Stony Plain, Sturgeon, Sylvan Lake, West Jasper Place, and Westlock. Of these disputes, ten were settled by the bargaining agent, three were settled at conciliation level, and four went to arbitration.

In addition to disputes in which the Alberta Teachers' Association acted as bargaining agent, information and advice was provided to negotiating committees of a large number of local associations. It is interesting to note the relatively small number of the total negotiations (over two hundred) which are not settled at local level. This would indicate a considerable improvement in collective bargaining procedures. It is the opinion of the Executive Council that the Banff Workshop and district council workshops on collective bargaining have been largely responsible for improvement in salary negotiations.

More and more salary schedules are including provisions for cumulative sick leave, sabbatical leave and overload bonuses. A large number include some type of cost-of-living bonus.

The Association has continued discussions concerning a provincial salary schedule with the Alberta School Trustees' Association. A report of these discussions will be tabled during the Annual General Meeting.

When the West Jasper Place School Board refused to accept the award of

the board of arbitration, the teachers had no alternative but to go on strike, which they did for one week, from January 4 to 8. On the evening of January 8, the school board agreed to accept the award and the teachers returned to their classrooms on January 11. This was our first strike in thirteen years.

With a few exceptions, all teacher groups negotiated salary agreements for 1953-54 with average increases from \$150 to \$300.

The outlook for this year is promising, with emphasis being placed on the amount of the increments, and larger allowances for experience, qualifications and administration.

## 20. Supply of Teachers

This year Alberta has approximately 160 correspondence supervisors and two schools have remained closed for all or part of the year. There are 160 more classrooms than last year.

The reasons for the better supply of teachers are: higher salaries; the emphasis on more training, especially the falling off in enrolment in the Temporary Licence program (one year and with lower entrance requirements than in the B.Ed. program), with a corresponding increase in the B.Ed. program enrolment (requiring two years' training for certification), and a slight improvement in living and working conditions.

If the teachers now in the classrooms and those in training would stay in the profession even two years longer than the present average, the shortage would be eliminated within a few years. This will require better salaries and pensions, improved security of tenure, better living and working conditions, and higher standards for entrance and certification.

It is now agreed by almost all groups in education that the problem of the teacher shortage can and will be solved through retention rather than through recruitment.

The Teacher Recruitment Committee



was set up in 1953 with Mr. W. E. Frame as chairman. The Department of Education, the Faculty of Education, and the Alberta School Trustees' Association were represented at the inception. The Alberta Teachers' Association was later invited to send a representative.

The Committee studied teacher training, possible sources of teachers and methods of increasing the number of students at the Faculty; several articles were published in the press and other publications; the brochure "A Career in Teaching" was distributed to schools; and letters from the Department were sent to all Grade XII students.

The Committee is continuing its work this year.

## **21. Teacher Training and Certification**

In September, 1954, entrance requirements for the B.Ed. program at the Faculty of Education will be equivalent to those for all other faculties.

The Association has been urging this for years and its importance cannot be over-emphasized, especially to the prestige of the teaching profession. While it is true that for some years only a few students with lower entrance requirements than is demanded by other faculties ever enrolled in the B.Ed. program, still it has been possible to do so and, as a result, the prestige of the whole Faculty of Education has suffered.

The Association should now turn its attention to:

1. the raising of entrance requirements in the Temporary Licence program to the same standards as for the B.Ed. program; and
2. the discontinuance at an early date of the Temporary Licence program.

At the time of writing this report, no official statement has been made by the Minister of Education about the rumoured six-weeks' course in teacher training, although he has been asked on several occasions to either confirm or deny the rumour.

## **22. Curriculum Committees**

The General Curriculum Committee

was reorganized this year. The first meeting of the new Committee was held on May 29, 1953, with representatives of the Department of Education, the Faculty of Education, the Faculty of Arts and Science, the Alberta School Trustees' Association, the Alberta Federation of Agriculture, the Alberta Women's Institute, the Alberta Federation of Home and School Associations, the Imperial Order of Daughters of the Empire, the Associated Chambers of Commerce and Agriculture, and of city, public, and separate school boards.

The Alberta Teachers' Association asked to have four representatives on the new General Curriculum Committee and had nominated the general secretary and representatives from each of the High School, Junior High School, and Elementary Curriculum Committees. The Department of Education did not grant this request, but did agree to make "provision for the inclusion of three teachers who should be actively engaged in the schools and not members of other curriculum committees." Our reason for asking for four representatives on the General Curriculum committee was that, in our opinion, this was the minimum number that could represent the Association and look after its interests reasonably well.

After an exchange of correspondence and an interview between the president and the general secretary of the Association and the Minister and Deputy Minister of the Department of Education, the Minister wrote that he was prepared to consider "approving nominations . . . of four representatives of the Alberta Teachers' Association . . . provided such nominees are not already members of the other Departmental curriculum committees, and provided further that these nominees satisfy the following conditions: (1) one representative to be a practicing teacher presently a member of the Executive Council of the Alberta Teachers' Association; (2) one representative to be a teacher presently employed by a city school district; (3) one representative to be a



teacher presently employed by an independent town or village district; (4) one representative to be a teacher presently employed by a school division."

The Executive Council then suggested another meeting with the Minister to discuss the matter further, but up to the time of writing this report, the meeting has not been held.

As a result of this difference of opinion about ATA representation, the Association has not been officially represented at meetings of the General Curriculum Committee this year, although I did attend part of the meeting on May 29 by special invitation.

At this meeting the terms of reference were outlined by the Deputy Minister of Education. They are as follows: (1) to consider reports from the Minister and from the other curriculum committees; (2) to review proposed curriculum changes and estimate public reaction towards them; (3) to initiate proposals with respect to needed curriculum changes and convey these to the Minister who would then, at his discretion, direct the other curriculum committees accordingly.

The question of ATA representation on the General Curriculum Committee is of fundamental importance and significance. It has been considered by the Executive Council and should be considered further by the Executive and the Annual General Meeting. There are two main points at issue: (1) the number of representatives (this has been agreed to); and (2) should the ATA have the right to name its own representatives to this and other committees, or should the Department select the ATA representatives.

### **23. Conference Committee**

The Conference Committee, composed of representatives of the Department of Education, the Alberta School Trustees' Association, and the Alberta Teachers' Association met on November 26, 1953. Our Association was represented by Messrs. Frank J. Edwards, H. J. M. Ross,

F. J. C. Seymour, and the general secretary.

Items of general interest to all parties were discussed. Proposed legislation and resolutions were the major topics under consideration. The Conference Committee acts as a clearing house where some form of agreement may be reached on problems affecting all groups represented. It is felt that in the future more of our resolutions should be directed to this Committee.

### **24. Public Relations and Publicity**

During 1953 the Alberta Teachers' Association discontinued promotional advertising. Preliminary plans for some joint promotional advertising with the Alberta Federation of Home and School Associations and the Alberta School Trustees' Association have been discussed by the Executive Council. No decision has been reached as to the exact nature of such a campaign nor with respect to the financing of the cost of such a program.

Mr. T. A. Shandro has been retained by the Association to prepare press and radio releases concerning conventions and any other special events which may be referred to his agency.

Observance of Education Week has been organized at local levels. The Alberta Education Council has been inactive during the past year and major emphasis in the observance of this activity has shifted to "open house" in many schools.

The effective work of many local associations in public relations deserves mention. Several locals have developed committees including teachers, trustees and representatives of the community, which promote better relations between the schools and the public. Their successes indicate an interesting trend in decentralizing the major continuing work of public relations.

The provincial body continues to be interested in promoting organization of public relations at the local level. Pilot regional public relations workshops have



been authorized by the Executive Council. Materials and consultants are available from the provincial office.

The Executive Council has noted the effective leadership provided in this field by the courses in public relations offered at the Banff Workshop.

Recent attacks on education in Canada and in Alberta in particular have emphasized the need for better communication between our schools and the public. The violence of the attacks and the fuzzy nature of the charges show clearly that we need to show the public the facts concerning all aspects of education. In this effort, we will need to use all available resources, techniques and the very best thinking of public relations consultants. Public support of education and public regard for teachers and teaching is based on understanding and goodwill.

#### **25. Canadian Education Association**

The Canadian Education Association met in Halifax on September 15 to 17, 1953. The Alberta Teachers' Association was represented by Frank J. Edwards and the general secretary. Curriculum, guidance, urban and rural education, and adult education were among the topics discussed. Some progress was made in discussing the issuance of a Canadian Teaching Certificate.

#### **26. Western Canada Conference of Teacher Educators**

The first Western Canada Conference of Teacher Educators was held in Saskatoon, May 21 to 23, 1953. Representatives of teacher training institutions, Departments of Education, and teachers' organizations of the four western provinces were present. The president and general secretary represented the Alberta Teachers' Association.

Teacher training programs in the Western Provinces were discussed. The Conference favoured the following: reduction in the number of different kinds of certificates, uniformly designed and reciprocally recognized certification for the western provinces, two years' mini-

mum training for certification, high standards for a B.Ed. degree, and teacher-educator exchange.

#### **27. Other Conventions**

Representatives of the Alberta Teachers' Association attended the following.

The Alberta School Trustees' Association Convention, Calgary, November 3 to 5, 1953—Mrs. Inez K. Castleton and F. J. C. Seymour.

The Alberta Federation of Home and School Associations Incorporated Convention, Edmonton, May 6, 7 and 8, 1953—F. J. C. Seymour.

British Columbia Teachers' Federation Workshop, Qualicum Beach, B.C., August 23 to 29, 1953—Ralph Richardson.

Education Communications Service Workshop, Saskatoon, Saskatchewan, September 7 to 9, 1953—Miss Frances Barss, F. J. C. Seymour, and the general secretary.

Canadian Education Association, Kellogg Workshop, University of Alberta, Edmonton, May 19 to June 5, 1953—I. Mallett, A. R. Patrick, and the general secretary.

Advisory Committee of the Canadian Junior Red Cross, Calgary, October 9, 1953—Mrs. Inez K. Castleton.

Ontario Association for Curriculum Development Convention, Toronto, Ontario, October 21 to 24, 1953—H. J. M. Ross.

#### **28. Personal**

The names of the teachers who have been granted life membership in the Association are listed in the handbook.

Honorary memberships in the Association will be awarded at the banquet of the Annual General Meeting to William Aberhart (posthumously) and W. E. Frame.

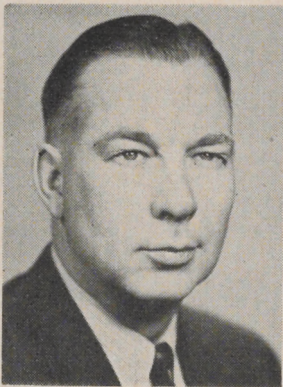
#### **29. General**

The Alberta Teachers' Association is making progress. Our net equity is almost \$300,000. Our professional prestige has never been higher. Our views in education are respected. Teachers are

*(Continued on Page 59)*



## President's Column



In electing me as your president for the coming year you have conferred on me a very great honour and charged me with a grave responsibility. I can assure you that the honour is deeply appreciated and that the responsibility will not be treated lightly.

One of the most basic aims of our Association is to raise the status and prestige of the profession. In these days, education is under heavy fire from certain sections of the public and I am sure that many of you have felt this criticism has lowered the public's confidence in our educational system and in the competency of the teaching staff. It seems to me that we should turn our efforts to a program which would have the effect of raising our profession in the public esteem.

Any program of this nature will require a strengthening of professional conduct at all levels of our Association. It will be the responsibility of your Executive Council to give you the high de-

gree of professional leadership which you have the right to expect. Your representatives and spokesmen to other bodies must conduct themselves in a manner which will bring credit and dignity to our Association.

But those who can do most to raise the prestige of the profession are the classroom teachers of the province. You, as an individual teacher, are the Association's greatest asset, and this is particularly true when you conduct yourself in a professional manner. True professionalism cannot be superimposed; it must consciously come from within. There is the challenge. I ask you to accept it, not thinking of yourself as an unimportant teacher, but as a member of our profession with the very important job of educating the youth of our province.

What can you do to lead a more professional life? You can improve your classroom instruction and bring it to the highest possible level by reading the latest educational publications available from your Association library, by discussing methodology with your fellow-teachers, and by a continuous process of critical self-evaluation. Both within and without your classrooms your conduct should be patterned after the Association's Code of Ethics. The general topic of professionalism and the Code of Ethics should be given high priority on the list of activities in which your local or sublocal will be engaged throughout the coming year.

Our government has made teaching a profession by law; your conduct can make it a profession in fact.

*Our system of public education is the single most important guarantee of our way of life. Public education is the best investment a nation ever makes.*



## Honorary Life Membership Alberta Teachers Association

For distinguished services to education in Alberta, it has pleased the Alberta Teachers' Association to confer Honorary Life Membership on William Aberhart (posthumously) and on William Edward Frame.

Lars Olson, President, Alberta Teachers' Association, April 20, 1954.



WILLIAM ABERHART

William Aberhart was born in Seaforth, Ontario, in 1878. He received his public and high school education at Seaforth and his teacher-training at Hamilton Normal School. Later he graduated from Chatham Business College as a commercial specialist. For the following ten years he taught commercial subjects in Brantford schools.

Following graduation from Queen's University at Kingston, he took a teaching position in Calgary in 1910. From 1915 to 1935 he was principal of Crescent Heights High School in that city.

His interest in Bible study led to the formation of a Bible class at Westbourne Baptist Church in Calgary. As its popularity grew, the class was moved to the Grand Theatre for a time. Later it was reorganized as the Prophetic Bible Institute. In 1927 a building accommodating 1200 people was erected to provide a permanent home for the movement. Day and evening Bible classes were provided as well as a radio Sunday school.

His interest in Social Credit theories led him to travel throughout the province  
(Continued on Page 60)



W. E. FRAME

William Edward Frame was born in Lethbridge in 1892. He received his elementary and high school education in Lethbridge schools. In 1910 he graduated from Calgary Normal School. He received his B.A. from the University of Alberta in 1922 and his M.A. from the same university in 1926. In 1940 he took a postgraduate course in Education Administration from Columbia University.

Following graduation from Normal School, Mr. Frame taught in Spring Ridge School until 1912 when he commenced teaching in Lethbridge. There he was successively vice-principal of Central School and principal of Galbraith School until 1915 when he enlisted in the Canadian Army.

Overseas, he served with the Lethbridge Highlanders and the First Motor Machine Gun Brigade as Lieutenant. While in active service he won the Military Cross and was invalided home in 1918.

Following a year as principal of Youngstown school, Mr. Frame was appointed to the staff of Crescent  
(Continued on Page 54)



***Executive Council***  
***Alberta Teachers' Association***  
***1954-55***



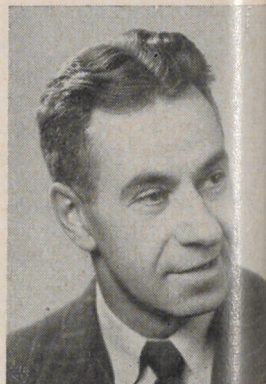
FRANK J. EDWARDS  
President



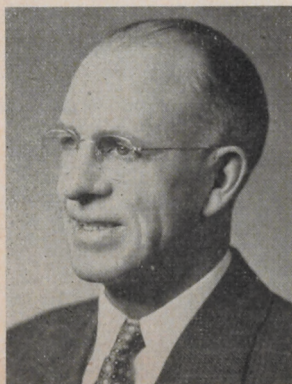
ERIC C. ANSLEY  
General Secretary-Treasurer



G. S. LAKIE  
Vice-President



F. J. C. SEYMOUR  
Assistant General Secretary



LARS OLSON  
Past President



W. ROY EYRES  
Executive Assistant

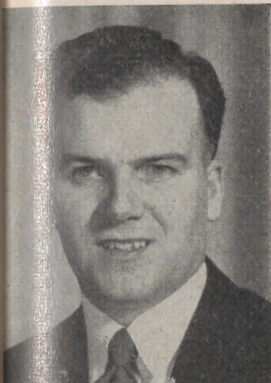




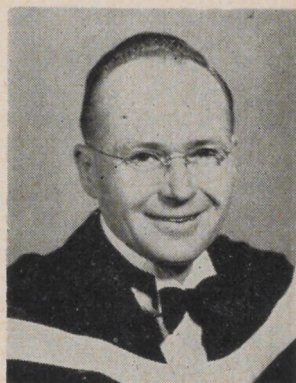
DOROTHY BENJAMIN  
Southeastern Alberta



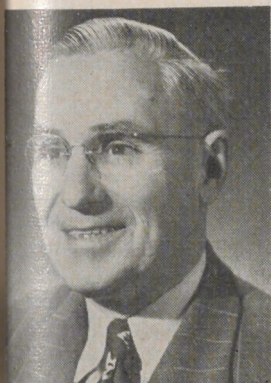
INEZ K. CASTLETON  
Calgary District



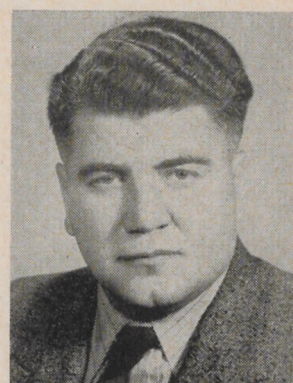
R. B. McINTOSH  
Southwestern Alberta



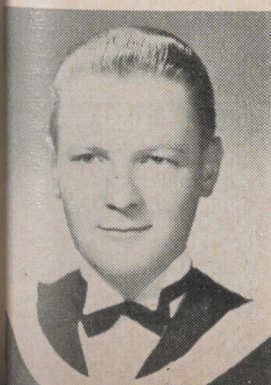
W. D. McGRATH  
Northwestern Alberta



D. A. PRESCOTT  
Central Western Alberta



H. J. M. ROSS  
Edmonton District



MICHAEL SKUBA  
Northeastern Alberta



M. W. McDONNELL  
Central Eastern Alberta



# Resolutions Adopted by the Annual General Meeting, 1954

## POLICY RESOLUTIONS

P 1 Whereas; increasingly large numbers of teachers are attending summer school each year, and Whereas; these teachers come from all parts of the province, and are unable to return to their homes in the middle of the session and so vote, and

Whereas; there is at present no provision for these teachers to vote in a provincial general election unless they do return to their homes,

**BE IT RESOLVED**, that the Alberta Government be requested to amend *The Alberta Election Act*, to allow these teachers to cast ballots, and further

**BE IT RESOLVED**, that the Federal Government be requested to make similar provisions with respect to federal elections.

P 2 Whereas; both male and female members of the Association are equally professionally engaged and interested in elementary, intermediate, technical, vocational, commercial, or high school education, and that, therefore, official groups only, should be recognized as such, which enables teachers engaged in such natural professional educational divisions, to discuss and form opinions with respect to their particular professional branch,

**BE IT RESOLVED**, that while heartily approving of the formation amongst our members of men's and women's clubs, etc., the spirit and intention of which are to develop social activities and a fraternal atmosphere, it is considered inimical to the welfare of the teaching profession of the province to encourage or countenance officially or constitutionally groups organized on other

than professional lines, and further,  
**BE IT RESOLVED**, that the Executive be and is hereby instructed to refuse to issue charters or certificates to men's or women's groups or in any other way to recognize such groups either as locals or sublocals of the Alberta Teachers' Association.

P 3 **BE IT RESOLVED**, that the control of standards and conditions of entrance to the teaching profession be determined in consultation with the Alberta Teachers' Association.

P 4 Whereas; the nature of the duties of the profession renders a teacher vulnerable to charges of criminal acts against minors, and Whereas; the policy of the Alberta Teachers' Association does not authorize the Central Executive of that body to give legal assistance to a member of the Association against whom a criminal charge has been laid,

**BE IT RESOLVED**, that the Association will provide, upon application, and with the approval of the Executive, all or part of legal costs necessary for the defence in the courts of Alberta of any member of the Association who has been charged with a criminal act allegedly committed against a pupil in the classroom or in conjunction with his duties as a teacher.

P 5 **BE IT RESOLVED**, that it shall be the duty of each member of the Alberta Teachers' Association to acquaint himself with the By-laws, Code of Ethics, and general policy of the Alberta Teachers' Association.

P 6 Whereas; good public relations and an organized plan of publicity are needed to keep the people of Alberta informed with respect to the



good and bad features of our educational system, and

Whereas; a lack of interest on the part of our citizens in our schools may be due to ignorance of the state of our schools and of the objectives of education in Alberta, and not to public indifference to education,

**BE IT RESOLVED**, that every local be urged to set up a public relations committee, which committee shall be directly responsible for public relations activities in:

- (1) sending news of local interest to the press,
- (2) sending news of provincial interest to the Alberta Teachers' Association Head Office,
- (3) assisting the Alberta Education Council publicity campaign and all other campaigns interested in the welfare of our schools,
- (4) cooperating with the press through advising them of educational events of interest and news value, and further

**BE IT RESOLVED**, that each local provide the necessary funds in order that this committee may not be handicapped in carrying out its duties.

P 7 **BE IT RESOLVED**, that the Alberta Teachers' Association be asked to obtain the following in the Faculty of Education:

- (1) adequate instruction in ethics and professionalism, and
- (2) a requirement that all members of the Faculty of Education be members of their professional organization, the Alberta Teachers' Association.

P 8 **BE IT RESOLVED**, that the federation of the Alberta Teachers' Association with the Canadian Teachers' Federation be ratified and confirmed, and moreover that the Executive of the Alberta Teachers' Association be authorized to pay the requisite membership fee, and further, to make grants of such moneys as may from time to time be necessary to maintain member-

ship and representation in the said Canadian Teachers' Federation.

P 9 **BE IT RESOLVED**, that the Alberta Teachers' Association recommend to the Department that some provision be made for the training of potential inspectors and superintendents.

P10 Whereas; the Alberta Teachers' Association is requesting additional responsibilities in the field of curriculum, and

Whereas; it is felt that, if the Alberta Teachers' Association embarks upon a program of curriculum study and evaluation, these requests will be favourably received,

**BE IT RESOLVED**, that this Annual General Meeting instruct the Executive Council of the Alberta Teachers' Association to implement a thorough program of curriculum study throughout its membership.

P11 Whereas; we note that in the departmental regulations for the formation of curriculum committees and subcommittees emphasis is placed on the authority of the superintendent and that in no place is the Alberta Teachers' Association mentioned, and

Whereas; our Code of Ethics states, "The teacher who in his professional capacity is a member of a committee, board, or authority dealing with education matters or with teacher training or certification must be elected or appointed by the Alberta Teachers' Association,"

**BE IT RESOLVED**, that the Annual General Meeting urge the Provincial Executive to take precautions to ensure that teachers appointed to the curriculum committee and subcommittees are appointed by their professional organization.

P12 **BE IT RESOLVED**, that teachers be encouraged to take part in curriculum making throughout the province with adequate provision being made for meetings during regular school time.

P13 Whereas; is is deemed desirable that teachers should play an increasing



part in curriculum building, and Whereas; the Alberta Teachers' Association has shown an increasing concern for the wider participation of teachers in the formulation of educational policy,

**BE IT RESOLVED,**

- (1) that the Alberta Teachers' Association press for greater local autonomy in curriculum building so as to bring the school into closer harmony with local conditions,
- (2) that individual teachers in accredited schools be given greater freedom in the selection of material to illustrate or implement a given course of studies.

P14 **BE IT RESOLVED,** that this Annual General Meeting recommend to the Executive Council to establish a standing committee on pensions.

P15 **BE IT RESOLVED,** that the Executive Council of the Alberta Teachers' Association ask the Department through the Conference Committee to amend *The School Act, 1952*, so that teachers' contracts shall be continuous following their sixty-fifth birthday, with this provision—that after the age of sixty-five the board may terminate the contract of a teacher, in accordance with the regulations of *The School Act, 1952*, and such termination shall not be subject to appeal to the Board of Reference.

P16 Whereas; there is no set procedure for the guidance of convention committees regarding organization of the program for fall conventions, **BE IT RESOLVED,** that every fall convention committee be required to include in the fall convention program:

- (1) provision for a representative of the provincial executive to speak at the general session;
- (2) provision for a one-half day annual meeting for each local, unless the constitution of the local otherwise provides, to

transact the following business:

- (a) the receipt of annual reports of officers and committees,
  - (b) the presentation of the financial statement,
  - (c) the annual election of officers,
  - (d) the election or appointment of negotiating and other committees, and
  - (e) instruction so far as possible of the executive and committees for the ensuing year;
- (3) provision for a meeting of the newly appointed executive committee of each local following the local's annual meeting.

P17 **BE IT RESOLVED,** that a local or locals constituting a convention may, by resolution of the local or locals, ask the Provincial Executive of the Alberta Teachers' Association not to be included in the plans for the fall conventions of the Alberta Teachers' Association, provided that the General Secretary-Treasurer of the Alberta Teachers' Association is informed of the resolution regarding the withdrawal at least ten days before the first day of the Annual General Meeting.

P18 **BE IT RESOLVED,** that the Alberta Teachers' Association, and the local associations of the Alberta Teachers' Association, ask all members of the House of Commons and the Senate from Alberta to support legislation for federal aid for schools.

P19 **BE IT RESOLVED,** that appeals be made through the Canadian Teachers' Federation requesting the Federal Government to revise duties on all educational equipment purchased by school boards.

P20 **BE IT RESOLVED,** that the Alberta Teachers' Association ask the Provincial Government to amend *The County Act* to make provision for an elected school board that shall have as one of its responsibilities



## NOTICE

Teachers who have served with the Armed Forces in World War II, and who are paying into the Teachers' Retirement Fund for their period of service, are required by regulation of the Teachers' Retirement Fund Board, to complete payment of these contributions by July 1, 1954.

Eric C. Ansley,  
Secretary,  
Board of Administrators.

the requisitioning and the control of funds for educational purposes, and further

**BE IT RESOLVED**, that *The County Act* in no case be implemented without a favourable plebiscite of the taxpayers concerned.

P21 Whereas; the Alberta Teachers' Association views with alarm the encroachment on the rights and duties of the Department of Education by the Department of Municipal Affairs as evidenced by:

- (1) Section 303 of *The School Act, 1952*,
- (2) the recommendations of the Judge Report,
- (3) the appointment of the Deputy minister of Municipal Affairs on a commission under the terms of Section 303 of *The School Act, 1952*,

**BE IT RESOLVED**, that

- (1) the Alberta Teachers' Association ask the Executive Council of the Government to amend *The School Act, 1952*, by deleting Section 303, and
- (2) the Alberta Teachers' Association inform the Executive Council of the Government that the Alberta Teachers' Association is opposed to any scheme of local government in which there is no provision for an independent school board, responsible to the electors only.

P22 **BE IT RESOLVED**, that the Executive Council of the Alberta Teach-

ers' Association, in cooperation with the Canadian Teachers' Federation, continue their efforts to have allowed as deductible from taxable income:

- (1) expenses in attending summer school,
- (2) contributions of supplementary pension fee of  $\frac{1}{2}\%$  of salaries,
- (3) professional books and magazines,
- (4) expenses of attendance at conventions, and
- (5) living expenses while absent from home marking examination papers.

P23 **BE IT RESOLVED**, that the Department of Education and the Faculty of Education be asked to organize workshops for groups of teachers as a form of inservice training and that school boards be encouraged to send teachers to attend these workshops, and that teachers who attend shall receive their salaries in full and have all expenses paid.

P24 Whereas; the most important function of government in the Province of Alberta today is the provision of adequate and modern educational facilities for the youth of the province, and

Whereas; education of this type can be assured only when those engaged in the profession of education have been adequately trained, and

Whereas; the rapid advance of the science of education demands a better equipment on the part of



teachers and administrators than is at present obtainable through existing educational institutions in the province, and

Whereas; the attendance of hundreds of teachers at summer schools each year, not only in Alberta, but in Canadian and American Colleges as far east as Montreal and Boston, indicates clearly that they not only sense the need of this training, but are determined to have it even at the cost of great personal inconvenience and sacrifice, and

Whereas; advanced courses and degrees in education are now well established in American and British universities, and

Whereas; the degree from a recognized university is a method commonly employed of signifying attainment in any field of study,

**BE IT RESOLVED**, that this convention urge on the Government the necessity of establishing in connection with the University of Alberta either a college of education in close affiliation with it, or a faculty of education within the university or-

ganization where such training as that outlined above could be given, and further,

**BE IT RESOLVED**, that the school of education here proposed offer courses covering four years and leading to the degree of Arts in Education. To this end, it is further urged that the training now being received by teachers at the Normal Schools be so reorganized as to admit of its being accepted for credit toward the degree mentioned above.

**P25 BE IT RESOLVED**, that the Government of Alberta be urged to adopt the following measures as minimum essentials for elementary and secondary education in the province:

- (1) Increases in teachers' salaries, such increases to bring the salaries to a professional level where they will retain qualified and experienced teachers in the profession, and attract superior high school graduates;
- (2) Adequate grants up to at least 60 percent of the total cost of elementary and secondary edu-

## NOTICE

According to a regulation of the Board of Administrators, **to become effective July 1, 1954, refunds of contributions will not be paid until four months after August 31, or the date of the last contribution, whichever is the earlier.** This regulation is necessary for the following reasons:

1. All contributions must be received and posted before refund payment can be made.
2. The protection of teachers who have resigned in June or July, with no intention of teaching the following year, but who change their plans and return to teaching within a few months. A teacher who accepts a refund of contributions, in whole or in part, relinquishes all benefits in the Fund, and cannot be reinstated in the Fund upon his return to teaching.
3. To avoid unnecessary additional cost of office administration.

**Eric C. Ansley,**  
**Secretary,**  
**Board of Administrators.**



- cation, such grants to include:
- (a) a grant per classroom,
  - (b) an equalization grant based on the assessment per classroom,
  - (c) a grant per pupil based on enrolment,
  - (d) a grant per teacher based on qualifications and experience,
  - (e) a grant towards cost of transportation in centralization,
  - (f) an isolation grant, based on the isolation of the school,
  - (g) a building grant for schools and homes for teachers;
- (3) Adequate retirement allowances, with the pension scheme providing for disability and death benefits;
- (4) More teacher participation in school programs so that teachers may share in the development and planning of curricula and all other activities of the school;
  - (5) The establishment of higher standards for the teaching profession, including entrance requirements which are the equivalent of those for other faculties of the university, and a minimum of two years of training for certification;
  - (6) The employment of properly qualified persons in all teaching and supervisory positions; and

## ***Group Insurance Notice***

All teachers insured under the Alberta Teachers' Group Insurance Plan should check the following carefully.

- (1) Claims should be submitted within ninety days following the termination of the period for which benefits are claimed. Hospital, doctor bills and other bills incurred should be submitted with the claim form.
- (2) Insurance will lapse if premiums are more than sixty days in arrears.
- (3) Teachers who move from one district to another must:
  - (a) If the new district is a qualified sub-group—  
Notify head office of the Alberta Teachers' Association of intention to move and request a new payroll deduction card. This must be completed and returned to head office of the Alberta Teachers' Association.
  - (b) If the new district is not a qualified sub-group—  
Notify head office of the Alberta Teachers' Association of your intention to pay premiums personally in advance either half-yearly or yearly.
- (4) If you wish to terminate your insurance notify head office of the Alberta Teachers' Association.
- (5) You may continue to carry your insurance on leave-of-absence if you arrange to pay premiums in advance either half-yearly or yearly.



- (7) Security of tenure, including the right of a teacher or principal to an appeal in case of a proposed transfer.
- P26 Whereas; the teachers of many schools have great difficulty in receiving the morning programs from the Alberta school broadcasts,  
**BE IT RESOLVED**, that the Department of Education be requested to provide more powerful outlets for these broadcasts.
- P27 Whereas; Sections 11 and 29 in every township have been set aside as school lands, and the proceeds from the sales of these lands have been placed in a fund, the interest of which has been used for school purposes, and  
 Whereas; the proceeds accumulating annually from the interest on the School Lands Trust Fund together with the sum realized from the sale of mineral rights including oil and gas leases and rentals, as well as royalties on oil and gas are placed in the General Revenue Fund of the province,  
**BE IT RESOLVED**, that the Executive Council of the Alberta Teachers' Association in cooperation with the Alberta School Trustees' Association request the Provincial Government to place the proceeds from the sale of mineral rights in the School Lands Trust Fund, and further  
**BE IT RESOLVED**, that the proceeds from royalties, rentals, and accumulated interest from the School Lands Trust Fund be distributed to school boards throughout the province as additional grants in aid of the cost of education in the province.
- P28 Whereas; no prosecution may be instituted against a board, without the Minister's permission, for knowingly hiring an unqualified teacher,  
**BE IT RESOLVED**, that this Association petition the Government to delete subsection 3 of Section 420 of *The School Act, 1952*.
- P29 **BE IT RESOLVED**, that the Alberta Teachers' Association ask the Department of Education to amend Section 367, subsection 2 of *The School Act, 1952*, by providing that a vice-principal be appointed in every school where six or more teachers are employed.
- P30 Whereas; according to the terms of *The School Act, 1952*, a teacher may be docked 1/200th of his annual salary for every day he does not present himself at school with the exceptions as indicated in *The School Act, 1952*,  
**BE IT RESOLVED**, that locals negotiate clauses in their agreements making provision for payment of a teacher when absent from school for any of the following reasons: impassable roads, too severe weather, suspension of public transportation facilities, or other reasons beyond his control.
- P31 **BE IT RESOLVED**, that the Alberta Teachers' Association ask the Department of Education to amend *The School Act, 1952*, by providing for payment of a teacher's salary in full for a period of not more than five days in any one year in cases where a teacher is absent from school to attend meetings of educational nature.
- P32 Whereas; class excursions, field trips, industrial visits and other extra-curricular activities are a recognized part of modern educational procedure, and  
 Whereas; in the course of such activities accidents to pupils may occur in spite of careful supervision by the teacher in charge,  
**BE IT RESOLVED**, that the Minister of Education be requested to introduce for the consideration of the legislature an appropriate amendment to *The School Act, 1952*, to provide that every teacher supervising a class or group of pupils of any school who are engaged upon any extra-curricular activity shall be deemed to be acting in the



## Important

Teachers should be careful to check the salary schedule of a school district, division or county before accepting a position. You will be entitled to a salary computed according to the terms of the schedule.

If negotiations for a new salary schedule have not been completed, you should contact head office of the Alberta Teachers' Association for information.

course of his employment by the board of trustees of the division or district by which such teacher is employed and shall be deemed to be acting within the scope of his authority.

P33 Whereas; on January 1, 1953, only a few teachers in Alberta were being paid at a rate of salary less than \$2,000 per year,

**BE IT RESOLVED**, that the Alberta Teachers' Association ask the Executive Council of the Government to amend Section 357 of *The School Act, 1952*, by raising the statutory minimum to \$2,000 per year and by the deletion of the subsection 4 whereby the Minister, at the request of the board, may authorize payment of salary at a lower rate for a specified time.

P34 Whereas; salary negotiations often place superintendents in an embarrassing and controversial position, **BE IT RESOLVED**, that the Department of Education instruct all superintendents to refrain from taking any part in salary negotiations.

P35 **BE IT RESOLVED**, that the Department of Education be asked to place the superintendents of schools, inspectors, and directors on a schedule equivalent to the schedule for the principalship of the largest schools in the province.

P36 Whereas; considerable time and energy now used in teacher inspection might be used more profitably

in helping the teacher in interpreting the course of study and in maintaining adequate standards in the skill subjects, and

Whereas; routine administrative duties prevent the inspector from inspecting the classroom more than once a year,

**BE IT RESOLVED**, that the Alberta Teachers' Association ask the Department of Education, to either

- (1) relieve the present superintendents of administrative duties in order that they may have time to act as full time superintendents of instruction, or
- (2) appoint assistants to the superintendents as superintendents of instruction.

P37 **BE IT RESOLVED**, that the Executive Council of the Alberta Teachers' Association ask the Government of Alberta to establish the practice of calling into consultation the Alberta Teachers' Association and the Alberta School Trustees' Association in regard to all proposed changes in *The School Act, 1952*, or school regulations and any other matters in which teachers' interests are concerned.

P38 **BE IT RESOLVED**, that payment for teachers marking examination papers, acting on departmental committees, etc., be their out-of-pocket expenses and remuneration based on professional salary.

P39 Whereas; the lack of an officially prescribed starting age for school



children causes annoyance, embarrassment, and difficulty to school principals and primary teachers,

**BE IT RESOLVED**, that the Department of Education be asked to set a minimum chronological age below which a child may not be admitted to school.

P40 **BE IT RESOLVED**, that it is desirable that every high school, junior or senior, of Alberta, which contains ten rooms or more, shall have on its staff at least one person specially trained in library administration.

P41 **BE IT RESOLVED**, that the Alberta Teachers' Association continue to stress that teachers cannot do proper work in a modern school system with more than 25 students per class.

P42 **BE IT RESOLVED**, that in cases where noon-hour supervision is absolutely necessary, the school boards make adequate provision for such supervision.

P43 Whereas; the University of Alberta is the property of the whole province and should therefore make its facilities available to all Alberta students at costs approximating the costs to students residing in the university cities,

**BE IT RESOLVED**, that the matter of equalization of these costs to all Alberta students be given further consideration by the Board of Governors of the University of Alberta.

P44 Whereas; the salaries of teachers in Alberta are lower than salaries in other occupations comparable with regard to training and responsibility, and

Whereas; increases in salaries for the last year or two have not been sufficient even to offset increases in the cost of living, and

Whereas; awards of boards of arbitration in teachers' salary disputes have been meagre, generally following a pattern of awarding \$50 per teacher per year, and

Whereas; there seems to be a general idea that teachers will not go out on strike, regardless of the situation, and

Whereas; the time has come when teachers must decide to use all means within their power to get adequate professional salaries,

**BE IT RESOLVED**, that

(1) this assembly of councillors urge negotiating committees to negotiate for professional salaries for all teachers, using as a basis for negotiations the salary schedule approved by the Executive Council of the Alberta Teachers' Association,

(2) negotiating committees keep in touch with Head Office during all stages of negotiation, with a view to turning over negotiations to their official bargaining agent, the Alberta Teachers' Association, before any compromise is made which later may be detrimental to their case, and

(3) teachers be prepared to use all means provided by law to obtain satisfactory salary schedules, "all means" to be defined as the provisions in *The School Act, 1952*, and *The Alberta Labour Act*, which include the right to ask for a strike vote and to go on strike, if the majority of the teachers are in favour, and subject to the approval of the Executive Council of the Alberta Teachers' Association.

P45 **BE IT RESOLVED**, that the Alberta Teachers' Association request that it be accorded representation on the Board of Governors and the Senate of the University of Alberta.

P46 **BE IT RESOLVED**, that it is the opinion of the Alberta Teachers' Association that in case of transfer of teachers within a division, the transportation and other attendant expenses of removal should be borne by the divisional board.



P47 **BE IT RESOLVED**, that those teachers who go on a legal strike receive at least 75 percent of their wages during such strike, if the strike is approved by the Executive Council of the Alberta Teachers' Association.

P48 **BE IT RESOLVED**, that this Annual General Meeting is opposed to the adoption of a provincial salary schedule at the present time.

P49 Whereas; the Alberta Teachers' Association Head Office can greatly assist negotiating committees by keeping them well informed on the progress of negotiations and conciliation and arbitration cases throughout the province, and Whereas; some salary schedules in the province are dated from January 1 to December 31 making it necessary to open negotiations early in the fall term,

**BE IT RESOLVED**, that the Alberta Teachers' Association Executive Council publish any directives on policy and also as much information as possible on salary objectives early in the fall term, preferably before November 1, and further

**BE IT RESOLVED**, that Head Office continue throughout the year to send information on salaries and salary negotiations in newsletters to councillors.

P50 **BE IT RESOLVED**, that the Alberta Teachers' Association ask the Executive Council of the Government to extend the use of part of the money for bursaries for students in the first and second years of training in the Faculty of Education for scholarships to students in the third, fourth, and post graduate years of training in the Faculty of Education.

P51 **BE IT RESOLVED**, that the Alberta Teachers' Association inform the Executive Council of the Government that it is opposed to the policy of the government in offering bursaries to students who enrol in the Faculty of Education as the only

solution to the teacher shortage.

P52 **BE IT RESOLVED**, that the Provincial Executive recommend to the locals that those schools in charge of "sitters" be not admitted to festivals and track meets under the jurisdiction of the Alberta Teachers' Association locals, and that "sitters" be excluded from teacher meetings.

P53 Whereas; many teachers are desirous of improving their qualifications, and

Whereas; credit courses leading to a degree, offered on Saturdays or through night courses by the University of Alberta Extension Branch, would be of great benefit to these teachers, and

Whereas; such courses have been offered in Edmonton,

**BE IT RESOLVED**, that the Executive Council of the Alberta Teachers' Association ask the University of Alberta to have such university credit courses made available at other centres in the province.

P54 Whereas; the Executive Council records in Head Office of the officers of the local are frequently incomplete, and

Whereas; this is a handicap to representatives sent out by the Executive particularly those engaged in salary negotiations, and

Whereas; cheques and official business should be addressed only to those who have been duly and officially accredited as the proper officers of a local association,

**BE IT RESOLVED**, that following the annual election of officers of a local association no funds be remitted until names and addresses of all local officers have been received by the provincial office, and further, **BE IT RESOLVED**, that all local accounts be paid twice a year at a fixed date.

P55 **BE IT RESOLVED**, that

(1) the Department of Education through the Conference Committee be asked to take steps to improve teacherages to ensure





#### **Who May Attend:**

One teacher from each local may be registered in the General Course (one other may attend the Education Writing Course).

#### **How Delegates Apply:**

Prescribed forms have been sent to secretaries of locals by Head Office.

#### **Deadline for Applications:**

Applications must be received at Head Office by June 15, 1954.

#### **Fees:**

A fee of \$49 must be paid at registration, which covers registration, gate, and covers coffee, and tips. Reduced rates are available for delegates staying at the Head Office with each local.

#### **Place:**

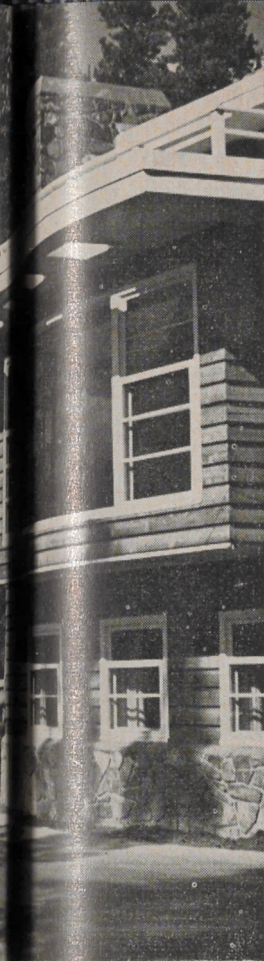
Banff, Alberta.

#### **Dates:**

Monday, August 16 to  
August 21.

The ATA Magazine





# **ATA Workshop**

## **Banff School of Fine Arts**

### **August 15-22, 1954**

#### **Office:**

Administration Building.

#### **Quarters:**

Accommodation at Chalets, Banff School of Fine Arts, is available for delegates and their husbands or wives. Delegates bringing their families will be accommodated if room is available after placement of others.

#### **Meals:**

Dining room, Chalet No. 2.

#### **Reservations Will Be Made in the Following Order:**

1. One representative from each local association.
2. Additional representatives from local associations.
3. Others.

#### **General Course Topics:**

1. Administration in the Alberta Teachers' Association.
2. Collective Bargaining.
3. Group Dynamics.
4. Pensions.
5. Public Relations.

#### **Education Writing Course:**

Applications for this course will be received up to a total of eighteen.

#### **Recreation:**

Trips, Swimming, Golf, Canoeing, Riding, Hiking, Dancing.

#### **Transportation Allowance:**

By resolution of the Executive Council, the necessary transportation expenses to the 1954 Banff Workshop of **one** delegate from each local will be paid from the funds of the Association. Transportation expenses will be railway coach fare from home and return, at excursion rates, if such are in effect. Transportation allowances will be paid to the local secretary after the Workshop, and not to the individual delegate.

**MAKE YOUR RESERVATIONS EARLY**

submitted for each delegation fee, room, board, delegates or husbands of delegates will be charged \$48. Effect for children, accommodations must be sent to Head of Association.

6:30 a.m., to Saturday noon,



the safety of teachers against loss of effects and life by fire,

- (2) the Alberta Teachers' Association cooperate with the Alberta School Trustees' Association in availing themselves of the advantages of *The National Housing Act* and/or establishing a self-liquidating fund or its equivalent to create housing, on a rental basis, for teachers,
- (3) the Department of Education and the Alberta School Trustees' Association through the Conference Committee be asked to cooperate with the Alberta Teachers' Association in the preparation of regulations with regard to the renting of teacherages under a separate contract to be signed at the time the teacher is assigned to a school,
- (4) the Alberta Teachers' Association request the Government to institute capital grants for teacherages.

P56 Whereas; we must guard against our educational system becoming part of a political machine which might either retard or undo the work of the Association, and

Whereas; this Association views with concern the action of school boards attempting to restrict the academic freedom of teachers, and Whereas; the right of teachers to participate in political contests is a fundamental principle of democracy, and

Whereas; this principle ought to entail assurance of security of tenure and seniority of position,

**BE IT RESOLVED**, that the Alberta Teachers' Association request the Government to pass legislation whereby school boards might be prevented from discriminating against teachers who take part in politics or are elected to the Provincial Legislature, the Federal House of Commons, or to any other governing body, such legislation also to in-

clude permission for leave of absence for campaign purposes.

P57 **BE IT RESOLVED**, that the Provincial Executive, through the Canadian Teachers' Federation, petition the Federal Government to establish a federal bureau of education, the function of which would be to advance education on a national basis.

P58 **BE IT RESOLVED**, that the Alberta Teachers' Association approves the principle and recommends the continuation of the practice of holding joint conferences of the Department of Education, the Alberta Teachers' Association and the Alberta School Trustees' Association representatives.

P59 **BE IT RESOLVED**, that the Executive Council of the Alberta Teachers' Association ask the Conference Committee to discuss the relationships among teachers, principals, and superintendents.

P60 **BE IT RESOLVED**, that the Department of Education be requested to advertise in *The ATA Magazine* whenever an opening occurs on its staff for which a teacher is required.

P61 **BE IT RESOLVED**, that the Alberta Teachers' Association ask the Department of Education to propose an amendment to *The School Act*, 1952, giving local associations of teachers the right to negotiate with the school boards with respect to the Christmas vacation period, having regard to transportation facilities and to the minimum vacation provided in *The School Act*, 1952.

P62 **BE IT RESOLVED**, that the Alberta Teachers' Association ask the Department of Education to make provision for all schools to have adequate staff rooms, including principal's office, a general staff room, and projection room, auditorium, gymnasium, and students' lunch room.

P63 **BE IT RESOLVED**, that the Alberta Teachers' Association ask the De-



partment of Education to amend *The School Act, 1952*, to provide that all proposed terminations of designations of principals, assistant principals, and other administrative officers be subject to appeal to the Board of Reference, and that all proposed transfers of teachers, not mutually agreed upon, be subject to appeal to either a committee of the school board and the local teachers' association, or to a neutral body where all evidence is heard under oath and subject to cross examination.

4 Whereas; *The School Act, 1952*, makes provision for scholarships by districts for teacher training, and Whereas; the Department of Education has circularized school boards asking them to share in the cost of these bursaries,

**BE IT RESOLVED**, that the Alberta Teachers' Association deplores the conditions attached to the granting of bursaries and requests that financial aid continue to be granted to students entering the Faculty of Education by the Department of Education and school boards in the form of scholarships to which no restrictions with respect to teaching service will be attached.

5 Whereas; in the interests of education it is desirable that all teachers be fully qualified, and

Whereas; regular classroom teachers must meet requirements as set forth by the Department of Education and the Board of Teacher Education and Certification,

**BE IT RESOLVED**, that the Alberta Teachers' Association is unequivocally opposed to the granting of teaching privileges to unqualified persons and calls upon the Government to take the necessary steps to stop this practice and to enforce the law prescribing the employment of qualified teachers, and further

**BE IT RESOLVED**, that the policy of granting Letters of Authority,

except to those holding the required professional and academic qualifications, be restricted immediately and discontinued as early as possible.

P66 **BE IT RESOLVED**, that the Alberta Teachers' Association ask the Department of Education to make a survey of elementary and secondary education in Alberta through a committee of one or more properly trained and experienced school technicians in consultation with the Alberta Teachers' Association, the Alberta School Trustees' Association and other interested organizations and to which interested parties would be permitted to submit briefs with the results of such survey to form the basis for a minimum foundation program for the schools of Alberta.

P67 Whereas; it is not possible in a one-year teacher-training program to make adequate provision for academic courses, professional courses, and practice teaching,

**BE IT RESOLVED**, that the Alberta Teachers' Association recommend that the one-year program of teacher-training be eliminated and that a minimum of four years in the Faculty of Education of the University of Alberta or the equivalent be required for permanent certification.

P68 **BE IT RESOLVED**, that the Alberta Teachers' Association favours a long-range research program in basic school skills in the province of Alberta with a view to providing evidence upon which future comparisons might fairly be made.

P69 **BE IT RESOLVED**, that the Alberta Teachers' Association ask the Executive Council of the Government to amend Section 352, subsection 3(b) (iii) of *The School Act, 1952*, by deleting "or by reason of the financial necessities or circumstances of the district."



## CURRENT RESOLUTIONS

- C 5 Whereas; a better understanding by the provincial membership of the problems confronting, and the decisions of the Executive Council of the Alberta Teachers' Association would foster better professional relations and would aid in preventing misunderstandings regarding the actions of the Executive Council, and

Whereas; the councillors delegated to attend the Annual General Meeting are called upon to vote on matters of provincial policy, and a knowledge of the proceedings of the Executive Council would assist these councillors in understanding more adequately some of the basic problems involved,

**BE IT RESOLVED**, that copies of the minutes of meetings of the Executive Council, as presently distributed only to members of the Executive Council, with the deletion of all references to matters handled by or referred to the Discipline Committee, be sent to the councillors through the secretaries of the locals, and that one copy be retained by the secretary of the local for reference purposes.

- C 9 Whereas; lowering of standards for teacher training will actually decrease the number of teachers available for classrooms, as decreased prestige will affect both recruitment and retention, and

Whereas; such lowering of standards may lessen more effective efforts toward the solution of the problem of teacher shortage, and

Whereas; the quality of education received by Alberta children would most certainly be lowered, and

Whereas; we wish to advocate higher standards for teacher training, for the benefit of the children of this province,

**BE IT RESOLVED**, that we go on record as opposing any legislation or action on the part of the Minister

of Education which would in any way lower entrance requirements to the Faculty of Education or shorten training time requirements for interim or permanent certification for teachers.

- C14 **BE IT RESOLVED**, that reports on the disposition of all resolutions adopted by an Annual General Meeting or referred to the Executive Council and committees of the Association be printed in an issue of *The ATA Magazine* prior to February of each year.

- C15 Whereas; a number of claims have remained unsettled for two months or more,

**BE IT RESOLVED**, that we urge the Provincial Executive to expedite the processing and settlement of claims made to the Occidental Life Insurance Company through Alberta Teachers' Association group insurance.

- C29 Whereas; a large sum of money is allotted to enlarge the Alberta Teachers' Association library, and Whereas; many of these books are not readily available to teachers due to lack of a currently prepared list of volumes acquired,

**BE IT RESOLVED**, that the Alberta Teachers' Association issue a revised catalogue periodically.

- C30 **BE IT RESOLVED**, that this Annual General Meeting considers it desirable that sabbatical leave be counted as pensionable service, and recommends that the ATA Pension Committee study the problem and propose a satisfactory solution.

- C31 **BE IT RESOLVED**, that a complete report be made on the matter of making deductions for pensions from the salaries of substitute teachers, and the manner of crediting these payments to the accounts of said substitutes, and the benefits which are available to substitute teachers.

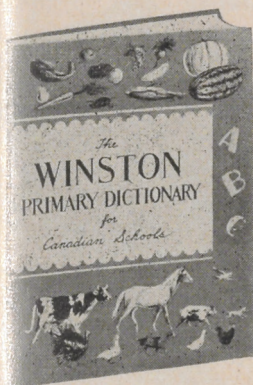
- C42 **BE IT RESOLVED**, that this Annual General Meeting instruct the



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Written in simple language, this easy reference book for the primary grades teaches the child to use the material without the burden of a heavy vocabulary load.

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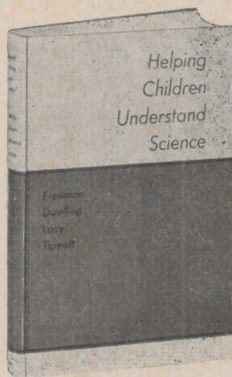
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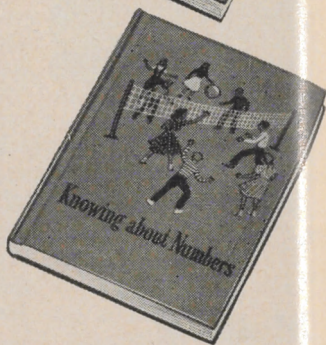
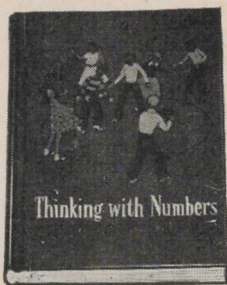
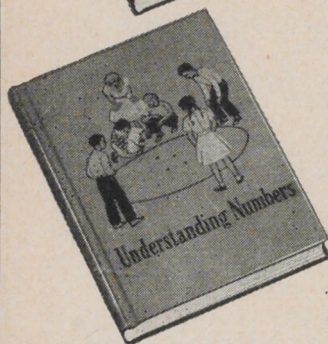
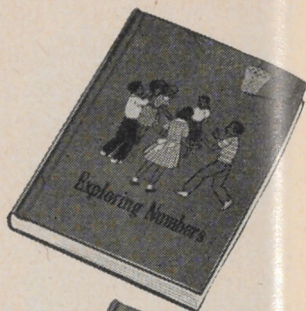
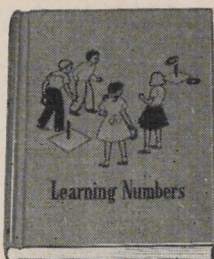
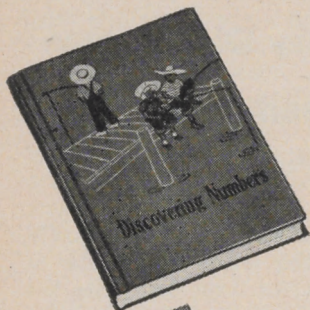
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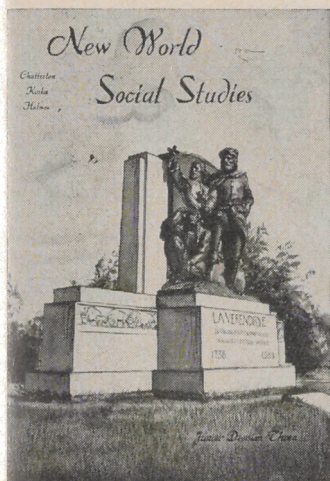
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Executive Council to plan and to launch immediately an active public relations program to make known to the public of Alberta the views of the teaching profession on various proposals which may arise from time to time.

C46 **BE IT RESOLVED**, that the Alberta Teachers' Association and the locals of the Association cooperate with all other bodies interested in educational research.

C48 **BE IT RESOLVED**, that the Executive Council and locals of the Alberta Teachers' Association cooperate with other interested bodies in preparation for, and the conduct of "Education Week."

C66 **BE IT RESOLVED**, that this Association is of the opinion that the teaching done by student-teachers between their first and third six-weeks' courses should be considered as practice teaching, and should not entitle the student-teacher to experience increments on any salary schedule.

C67 Whereas; the avowed purpose of the emergency teacher-training program is to relieve the teacher shortage in remote areas,

**BE IT RESOLVED**, that this Annual General Meeting requests all locals throughout the province to meet with their school boards and to urge them to employ certificated teachers to staff schools that are at present staffed by teachers who have had at least one year's training.

C68 **BE IT RESOLVED**, that this Annual General Meeting requests that any change in educational policy or regulations proposed by the Department of Education or by the Government of Alberta shall be referred to the Alberta Teachers' Association for consideration and recommendation before action is taken.

C70 **BE IT RESOLVED**, that this Annual General Meeting instructs the Executive Council to establish a com-

mittee charged with the responsibility of informing the public respecting:

- (1) all the levels of the teacher-training program in Alberta, and
- (2) the difference in service that can be rendered to the children of Alberta by professionally trained teachers and by inadequately trained persons.

C71 Whereas; the Board of Teacher Education and Certification is advisory to the Minister of Education in all matters respecting training and certification of teachers, and Whereas; neither the emergency teacher-training program, nor the regulations pertaining thereto, nor the proposal to lower the requirements for permanent certification from two years of training to one year of training was placed before this Board for consideration and recommendation,

**BE IT RESOLVED**, that the Alberta Teachers' Association protests the fact that the Minister of Education ignored his advisory board and requests that all future proposals with regard to teacher training be referred to the Board of Teacher Training and Certification before action is taken.

C72 **BE IT RESOLVED**, that the regulations dealing with *The Emergency Teacher Training Act* be amended to provide that a temporary licence shall be granted after attendance at one summer school session, one year of practice teaching in a classroom, and subsequent attendance at one regular winter session of the Faculty of Education.

C73 Whereas; the teacher shortage is greatest in those provinces which have experimented with a short course of teacher training or with low standards of training for teachers, and

Whereas; the Alberta Teachers' Association has always advocated high



standards of training for teachers in the educational interests of the children of Alberta,

**BE IT RESOLVED**, that this Annual General Meeting regrets that the Government enacted legislation providing for a six-weeks' training program for student-teachers as an attempt to overcome the teacher shortage, and further

**BE IT RESOLVED**, that this Annual General Meeting reaffirms its policy that only properly certificated teachers be employed in Alberta classrooms, and that a minimum of four years of training be required for a permanent teaching certificate.

C74 **BE IT RESOLVED**, that this Annual General Meeting firmly believes that the teacher shortage can be permanently solved by a program which includes the following proposals:

- (1) substantial increases in salaries to put the teaching profession on a competitive basis with other professions,
- (2) investigation of the possibility of using more trained married women teachers,
- (3) encouragement of competent, physically fit teachers to continue teaching after reaching the age of 65,
- (4) acceleration of the teacher-training program in the Faculty of Education,
- (5) improvement of living and

working conditions for teachers,

- (6) extension of scholarships and bursaries offered to students in the Faculty of Education,
- (7) extension of the existing programs for recruitment of new teachers,
- (8) a substantial increase in bonuses for isolated schools,
- (9) amendments to the regulations governing the B.Ed. program, and
- (10) grants based on teacher's qualifications.

C76 **BE IT RESOLVED**, that this Annual General Meeting instructs the Executive Council to give all possible assistance, both financially and otherwise, to the Alberta Advisory Committee on Educational Research, and further

**BE IT RESOLVED**, that the Executive Council requests locals and sublocals to give similar assistance.

C77 **BE IT RESOLVED**, that this Annual General Meeting recommends to the Executive Council that more money be spent on scholarships and research.

C78 **BE IT RESOLVED**, that Section 12 of By-law No. 1 of 1948 be amended to provide that a retired teacher may take employment as a substitute teacher for less than ten days in any month, without any deduction being made from his pension.

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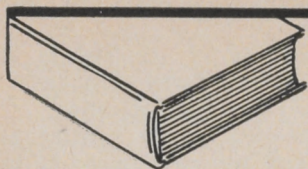
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## Living in Canada

Cameron, Innis and Boggs, *Clarke, Irwin & Company Limited*, Toronto, pp. 384, \$2.25.

This is a textbook suitable for the intermediate grades of the elementary schools in vocabulary, interest and scope. The use of words which are not familiar to pupils in grades five and six have been kept to a minimum. Where such words are used they are presented for the first time in such a way as to render their connotation obvious. (These new words are also listed at the beginning of the paragraph wherein they are presented.) The book contains a wealth of pictures and maps, each being used by the context in such a way as to create interest as well as to make the book vivid and meaningful. At the end of each chapter there are self-tests and activities suitable for classroom use.

The authors of *Living in Canada* have, with a great deal of success, combined the fundamentals of Canadian geography and history and presented them in five units which provide suitable material for grades five and six in Alberta. It is considered a basic assumption that the nature of the land, its climate and, consequently, its fruits (e.g., products of the mines, forests, streams, and farms) determine in a large measure the activities of the people. As one proceeds from section to section in this book, he can see that the functions of living follow logically and in direct relationship to the environment. In this way, the book deals first with Canada's position in the world, then with how Canadians live in each of the different terrains across the country, how this country was discovered, explored and settled.

Although each person has his own ideas of what a book should contain and although it is not considered a definite part of grades five and six work, the present reviewer feels that as a logical sequel both to this book and to intermediate grade work, *Living in Canada* should have shown how the country was united by confederation. However, this book should provide a nucleus of material which, being adequately supplemented, would cover the enterprise topics of "How Canadians Established Themselves from Sea to Sea" and "How Men Live and Work in Canada Today" for grades five and six, respectively.

S.W.S.

## Nation of the North

D. M. LeBourdais, *The Methuen Company of Canada Ltd.*, Toronto, \$3.75.

To many, because of dependence upon textbooks, the history of Canadian development becomes confused and lacking in significance after the completion of the Canadian Pacific Railway and the Riel Rebellion of 1885. *Nation of the North* clears away this haze and presents compactly yet comprehensively subsequent events and movements of this late and contemporary period.

Beginning with the post-Confederation years, the author traces the struggle in which Canadians were engaged in extricating themselves from the trammels of colonialism during the eras of MacDonald, Laurier and Mackenzie King. The domestic problems of these years gain significance against the background of Canada's struggle to achieve nationhood.

In spite of the limitations of perspective  
(Continued on Page 60)



# ***Changes in the By-laws of the Alberta Teachers' Association***

The following changes in the By-laws of the Alberta Teachers' Association were passed by a two-thirds majority vote at the Annual General Meeting, 1954.

8. (2) The Fund shall be established and maintained by a levy of up to one-half ( $\frac{1}{2}$ ) of one (1) percent of the salaries of all members of the Association and the amount of such a levy may be reviewed yearly provided that by resolution of the Councillors at any Annual General Meeting the said levy may be discontinued at any time between December 31, 1954 and December 31, 1958, if, in the opinion of the said Councillors, sufficient reserves will be available, at the time of such discontinuance, to

provide for the estimated requirements of the Fund.

26. The Executive Council shall consist of fourteen (14) members, namely the President, the Vice-President, the immediate Past President, and the General Secretary-Treasurer, and ten (10) District Representatives. The President, Vice-President and District Representatives shall hold office from the time of their installation until their successors have been elected and installed in office. They shall be elected by ballot of the members of the Association as herein provided. The General Secretary-Treasurer shall be appointed by the Executive Council.

29. Seven (7) members of the Executive Council shall constitute a quorum.

## ***Public Relations***

The teachers of the Taber-Barnwell Sublocal have added a new slant in public relations. This month they will present their community with a cheque for \$800 to aid in the building of a new civic centre. This large sum was obtained through the combined efforts of less than thirty teachers and a few high school students.

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# ***Resolutions Referred to the Executive Council By Annual General Meeting, 1954***

C 1 **BE IT RESOLVED**, that the Provincial Executive investigate its powers, under present legislation, to admit members into the Association.

C 3 Whereas; we have a code of ethics but inadequate means of enforcing it,

**BE IT RESOLVED**, that the Provincial Executive take steps toward achieving this end by empowering the local executive of each division to receive and review complaints about breaches of this code and give a preliminary hearing in the presence of an appointed member of the Provincial Executive.

C 7 **BE IT RESOLVED**, that there be greater teacher participation in curriculum planning, with all representatives appointed by the Alberta Teachers' Association.

C16 Whereas; in the past too little attention has been given to the living conditions of teachers,

**BE IT RESOLVED**, that school boards be requested to provide teacherages sufficient to teacher requirements at a reasonable rent and not in accordance with what the traffic will bear.

C17 **BE IT RESOLVED**, that teachers living in their homes and teaching in their home districts be paid the isolation bonus which such school would normally receive if the teacher were a non-resident.

C18 Whereas; isolation bonuses are in many instances inadequate,

**BE IT RESOLVED**, that isolation bonuses be substantially increased.

C19 Whereas; French has been one of the official languages in Canada ever since Confederation,

**BE IT RESOLVED**, that the term "foreign language" be not applied

to French, either in the syllabus of the University of Alberta or in the official program of studies for high school.

C20 Whereas; corporations, like individuals, and citizens take the same benefits from their communities, and

Whereas; corporations look to colleges and universities more and more for their trained personnel, and

Whereas; these same personnel are trained at public expense in many instances, and

Whereas; businesses and corporations have been direct beneficiaries in the advantages of greater earning power accruing from greater effectiveness of Canadian education, and

Whereas; they would be the first to suffer if higher education in Canada were to fall off or deteriorate due to lack of funds to meet increasing costs and enrolments in privately and publicly supported colleges and universities,

**BE IT RESOLVED**, that this Association approach the executive of the Canadian Manufacturers Association and the Canadian Chamber of Commerce to appoint a committee to explore the possibility of establishing a fund or council for financial aid to higher education in Canada.

C21 Whereas; there is every indication that for many years to come oil and gas will be a major source of revenue for the Province of Alberta, and

Whereas; in many States of the Union many universities have been able to meet increasing costs in instruction and maintenance by



grants under *The Land Act Law* and from royalties and leases derived from natural resources,

**BE IT RESOLVED**, that the Government of the Province of Alberta be requested to establish a Royal Commission to investigate the feasibility of establishing a higher education fund, deriving its revenue from a percentage of that provincial income derived from the sale of oil and gas rights and from royalties from the sale in the Province of Alberta of oil and gas on Crown land.

- C22 Whereas; in many of the new schools which are being built the architect's plans have not met the needs of the community for which they are designed, necessitating alterations subsequent to the completion of the building at increased expense to the ratepayer,

**BE IT RESOLVED**, that before plans for any school building are accepted such plans shall be submitted to the local staff and to other responsible local groups for their consideration and approval.

- C23 Whereas; it is frequently noted that the lines for "Names of Pupils" in the school register do not always correspond with the lines on the following pages, and

Whereas; it is awkward to mark the right hand page because of its distance from the names, and

Whereas; the marks "A" for absent and "L" for tardiness are confusing,

**BE IT RESOLVED**, that a simpler register, less susceptible to error, be adopted.

- C24 Whereas; nothing has been done to promote the establishing of a Teachers' Credit Union, and

Whereas; regional meetings have

expressed much interest in said enterprise,

**BE IT RESOLVED**, that the Alberta Teachers' Association start committees to promote the required machinery in order to have an independent financial organization for teachers.

- C25 Whereas; it is frequently hard to have book orders to the School Book Branch in Edmonton filled promptly,

**BE IT RESOLVED**, that the School Book Branch consider the possibility of establishing a branch of the organization in some large northern centre.

- C26 Whereas; those Alberta Teachers' Association groups sponsoring drama and music festivals and activities have difficulty financing such projects, and

Whereas; the government grant to the Department of Extension has been cut, so that this financial assistance is no longer available to local groups,

**BE IT RESOLVED**, that the Department have its grant restored so that the assistance given to these small cultural activities in adjudication and advice may be restored to its former state.

- C27 **BE IT RESOLVED**, that the Alberta Teachers' Association seek an amendment to *The School Act* requiring that teachers who continue to teach after reaching retirement age shall not occupy, or continue to occupy, administrative positions.

- C28 Whereas; travel is considered as a very useful and desirable experience in education, and

Whereas; the average teacher finds it difficult to travel extensively on

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account of financial difficulties, and Whereas; the privilege of travelling on the one-half fare has been extended to the clergy,

**BE IT RESOLVED**, that the Alberta Teachers' Association and the Canadian Teachers' Federation interview the Minister of Transport about the possibility of granting to all Canadian fully qualified teachers who have been actively engaged in their profession for a minimum period of ten consecutive years, the privilege of travelling on the one-half fare so long as they are bona fide active members of the profession of teaching.

C39 Whereas; the schools need qualified teacher-librarians who understand classroom procedures and curricula, and

Whereas; those so qualified are discouraged from continuing in this work without the security of a pension, and

Whereas; many persons holding valid teacher's certificates but not in such close contact with the students, such as those mentioned in section 2(c)(iv) of *The Teachers' Retirement Fund Act*, are included under the terms of the Act,

**BE IT RESOLVED**, that the Provincial Executive of the Alberta Teachers' Association take immediate action to include teacher-librarians in the clause defining "teacher" in *The Teachers' Retirement Fund Act*, in section 2(c), teacher-librarian to be understood to mean: "a certificated teacher who is responsible on a full-time basis for the operation of a library which is within a school plant, which is accessible to students and teachers throughout the entire school day, and to which students are regularly scheduled; or a certificated teacher who is employed by a school board or a school division and who performs on a full-time basis the duties of a librarian for a group of schools, such duties to include book selec-

tion, reference work and regularly scheduled visits to schools to give guidance and encouragement to students and teachers in the use of all available library material."

C40 Whereas; both federal and provincial elections are from time to time held during summer vacation, and Whereas; no advanced poll is held for teachers, and

Whereas; a sufficiently large number of teachers are concentrated at summer school to warrant the holding of a poll at the University of Alberta,

**BE IT RESOLVED**, that the Provincial Executive be requested to study the matter and to recommend to our government such measures as may be deemed most effective for the overcoming of such disenfranchisement of teachers.

C41 Whereas; of late there has been much criticism of education in Canada, and

Whereas; the major portion of the said criticism is directed at the administrative brackets, and

Whereas; the classroom teachers are not by training or experience in a position to meet the aforementioned criticism or to act as apologists for any particular philosophy of education,

**BE IT RESOLVED**, that the Department of Education be asked to introduce a program of public relations and to participate in a wide publicity effort, using all media of communications, to enlighten the public as to the aims, functions, and methodology of Alberta schools.

C43 Whereas; the shortage of qualified teachers and of educational facilities could readily be solved if more funds were made available to municipalities for education,

**BE IT RESOLVED**, that the Alberta Teachers' Association consult with the Alberta School Trustees' Association to seek a joint appeal to the provincial government for payment by the government of a



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minimum of fifty percent of the average cost of education in Alberta.

C44 Whereas; the carrying out of various school activities, both in the classroom and in extra-curricular activities which have been approved by the board, is a part of the work of every teacher, and

Whereas; in case an accident involving students engaged in these activities may result in the teacher being sued for damage claims,

**BE IT RESOLVED**, that the Alberta Teachers' Association take a blanket insurance policy to cover all teachers in the province to protect them in such cases when an accident occurs in the course of a school activity, and further

**BE IT RESOLVED**, that the necessary premiums for the said policy come from the General Fund of the Alberta Teachers' Association, if possible, or, if this money is not available for this purpose, that steps be taken to levy each teacher for the necessary premium to cover this cost.

C45 **BE IT RESOLVED**, that the Alberta Teachers' Association continue its efforts to secure improved pensions paid from a fund which is actuarially sound, based on final earnings, and into which the teachers and the government, including school boards, make equal contributions.

C47 **BE IT RESOLVED**, that the Alberta Teachers' Association ask the Department of Education to increase grants made available to school boards in setting up centres for the education of children who are handicapped through eyesight, hearing, low intelligence, or other physical defects.

C49 **BE IT RESOLVED**, that the Alberta Teachers' Association request the University of Alberta to include undergraduate courses in its extra-mural program.

C50 **BE IT RESOLVED**, that the Alberta Teachers' Association favours the granting of special certification only



after general teaching certification has been obtained by the teacher.

(51) **BE IT RESOLVED**, that the Alberta Teachers' Association in negotiating salary schedules endeavour to ensure that all agreements accepted be based on and include the following principles—

(1) Professional pay based on:

- (a) a minimum professional salary for teachers with no experience and one year's training,
- (b) allowance for training based on partial and completed years of training,
- (c) allowance of increments for years of teaching, war, or auxiliary service, and approved sabbatical leave,
- (d) allowance for administration and supervision,
- (e) allowance for extra-curricular work,
- (f) equal pay for equal work.

- (2) Cumulative sick pay up to a maximum of 200 days.
- (3) Provision of one year's approved sabbatical leave at the conclusion of seven years' continuous service.
- (4) Provision that no teacher shall suffer a reduction in salary, in whole or in part, by the coming into effect of a new schedule.
- (5) Provision for a committee of interpretation at the local level, such committee to be representative of the board, the superintendent, and the teachers.
- (6) Provision for time off from actual teaching for principals, vice-principals, and teachers, for administration, supervision, and for preparation of material for classroom work.
- (7) Provision of stenographic and clerical assistance to principals, vice-principals, and teachers.
- (8) Provision for clinical assistance.

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- (9) Provision for time off with full pay for actual curriculum making or writing of new curricula.
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- (13) Provision for time off, with full pay, to attend workshops as a form of inservice training.
- (14) Provision for maximum classroom load.
- (15) Provision for adequate classroom equipment.
- (16) Provision that transportation and other attendant expenses of moving be borne by divisional

boards in all cases of transfer of teachers.

- (17) Provision for payment of teachers for absence due to: impassable roads, too severe weather, suspension of public transportation facilities and/or other reasons beyond the teachers' control.
- (18) Provision for negotiation of dates for Christmas vacation period.

C52 **BE IT RESOLVED**, that "provision for special instruction of handicapped children" be added as a clause in the Alberta Teachers' Association educational platform.

C53 **BE IT RESOLVED**, that the Department of Education be asked to establish a committee, composed of members appointed by the Faculty



of Education, the Department of Education, and the Alberta Teachers' Association, which would be responsible for granting permanent certification to teachers.

C54 Whereas; the Faculty of Education has undertaken to conduct educational research in Alberta,

**BE IT RESOLVED**, that the Alberta Teachers' Association cooperate with the Faculty of Education, the Department of Education, the Alberta School Trustees' Association and The Alberta Federation of Home and School Associations Incorporated, and other interested bodies in conducting educational research in Alberta, and further

**BE IT RESOLVED**, that the Alberta Teachers' Association give financial assistance to the organization as set up by these bodies to aid educational research.

C55 **BE IT RESOLVED**, that the following should be points in the Alberta Teachers' Association policy with respect to the general field of curriculum—

- (1) Alberta Teachers' Association representatives on the General, the High School, the Junior High School, and the Elementary Curriculum Committees should be appointed by the Association.
- (2) There should be at least four representatives of the Alberta Teachers' Association on the General Curriculum Committee.
- (3) There should be at least six representatives of the Alberta Teachers' Association on each of the other three Curriculum Committees.
- (4) The Alberta Teachers' Association approves the terms of reference of the General Curriculum Committee as:
  - (a) to consider reports from the Minister and from other Curriculum Committees;
  - (b) to review proposed curriculum changes and esti-

mate public reaction toward them;

- (c) to initiate proposals with respect to needed curriculum changes and convey these to the Minister who would then, at his discretion, direct the other Curriculum Committees accordingly.
- (5) The High School, the Junior High School, and the Elementary Curriculum Committees should prepare detailed objectives for their respective curricula, subject to the approval of the General Curriculum Committee.
- (6) The teachers should be informed of curriculum flexibility presently in effect:
  - (a) by the use of all existing media of communication including *The ATA Magazine* and newsletters;
  - (b) by suggesting to the Curriculum Branch that it undertake to do so;
  - (c) by the publication of reports of local Alberta Teachers' Association Education Committees.
- (7) *The ATA Magazine* should be used to acquaint the teachers with curriculum development:
  - (a) by the publication of articles on proposed curriculum development and changes;
  - (b) by the publication of book reviews;
  - (c) by suggesting that the Department of Education use the Official Bulletin to acquaint teachers of proposed developments and changes well in advance of effective dates.
- (8) Alberta Teachers' Association locals should be encouraged to participate in curriculum study:
  - (a) by setting up local education committees on,



- (i) testing and diagnostic procedure,
- (ii) classroom techniques and methodology,
- (iii) preparation of resource and other written material;
- (b) by using experimental workshop techniques and using topics arising out of Education Committee work for discussion at conventions which are planned well in advance.

C56 **BE IT RESOLVED**, that the Executive Council be asked to commend the Faculty of Education for having offered a course in Curriculum Development during the 1953 Summer Session, and further

**BE IT RESOLVED**, that the Faculty of Education be asked to continue such a course in the B.Ed. program.

C57 **BE IT RESOLVED**, that the Alberta

Teachers' Association recommend to the Department of Education through the Board of Teacher Education and Certification that it endeavour to establish reciprocal recognition of teacher certificates between provinces where equivalent minimum requirements apply, and to work toward a uniform designation of certificates between provinces.

C58 **BE IT RESOLVED**, that the Executive Council of the Alberta Teachers' Association request the Department of Education to amend section 359 (4) of *The School Act* by the addition of a clause (g) "upon which a teacher, by reason of weather conditions rendering roads leading to his school impassable to his normal transportation facilities or by reason of the failure of public transportation systems, is absent from school."

## ***Resolutions Referred to the ATA Education Coordinating Committee*** \*

Resolutions C59 - C65 inclusive, which appeared in the March issue of *The ATA Magazine*, were referred to the ATA

Education Coordinating Committee by the 1954 Annual General Meeting.

\*—Now known as the ATA Curriculum Committee.

## ***Financial Aid to University Students and Student Nurses***

Matriculating students who hesitate to register for University courses because of inadequate funds may now be assured prior to registration of the amount of assistance for which they qualify under *The Students Assistance Act*, providing application is made prior to September 1.

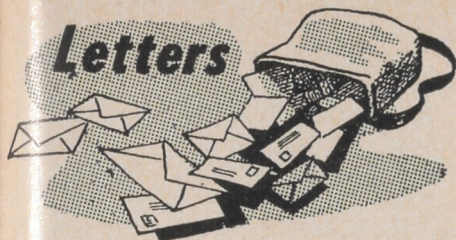
The Act provides for loans to students whose average mark in Grade XII examination subjects is 65 percent or over. Students who do not meet this qualification prior to entry to University may be reconsidered for assistance at the end of the fall session. Students whose averages are 75 percent or over may qualify for

grants. In any one year the maximum grant made is \$300, and the maximum loan, \$400.

Federal-Provincial grants are also available to student nurses in case of financial need. Application is made through the hospital nursing school.

Grade XII students who propose to enter University this fall and will require financial assistance are urged to request full information from high school principals or by writing to: the **Deputy Minister, Department of Education, Administration Building, Edmonton, Alberta.**





Winnipeg, Manitoba.

To the Editor:

Special reduced fare arrangements have again been authorized whereby round trip tickets may be purchased by teachers and students when travelling from their homes in Canada to attend university, college or other educational institutes at the opening of the fall term, which will be good to return in the spring of 1955.

A memorandum of these arrangements is enclosed herewith, and you may care to make this known through your publication for the information of teachers and students who might be interested.

Yours truly,

ROY H. POWERS,

Vice-Chairman,

Canadian Passenger Association.

## Canadian Passenger Association

**Student Fares — Selective dates covering opening and closing periods of universities, colleges, preparatory schools and other educational institutions in Canada—1954-55**

The following reduced fare arrangements are authorized for 1954:

### Territory

Round trip tickets may be issued to teachers and students **travelling from their homes in Canada** to stations in Canada at which they will attend university, college or other educational institution. No certificate or other formality is necessary to obtain the special

form of ticket. Agents will issue same on request.

### Dates of sale

Round trip tickets to be issued from July 25 to October 25, inclusive, 1954.

### Fares

#### (a) Adults

Normal one-way first class, coach class, intermediate class or special coach class fare and one-half ( $1\frac{1}{2}$ ) for the round trip, adding when necessary to make fare end in 0 or 5. **Minimum fare 30 cents.**

#### (b) Children

**Under five years of age**, when accompanied by parent or guardian, will be transported free.

**Five years of age and under twelve years of age**, half the fare authorized for adults, sufficient to be added when necessary to make child's fare end in 0 or 5. **Minimum fare 30 cents.**

**Twelve years of age and over**, will be charged the adult fare.

### Return limit

Tickets to be valid returning from stations at which university, college or other educational institution is located to starting point, **only within** period March 25 to June 30, inclusive, 1955.

### Going passage

To commence on date of sale, destination to be reached not later than midnight of tenth day after date of sale.

### Final return limit

Original starting point must be reached returning prior to midnight of tenth day after date of validation.

### Routes

Tickets will be routed via Canadian ticketing routes over which regular one-way fares apply and must read via the same route and railway lines in both directions, except that optional route privileges will be permitted as provided for in lawfully filed tariffs.



## **Accommodation accorded on trains**

**First class tickets** will be honored in coaches, also in standard sleeping cars or in parlor cars upon payment of proper extra charge for accommodation furnished in such cars.

**Coach class and intermediate class tickets** will be honored in coaches, also in tourist sleeping cars where operated, upon payment of proper extra charge for accommodation furnished in such cars.

**Special coach class tickets** will be honored in coaches only.

## **Validation for return**

Tickets must be validated by agent at destination by stamp and signature in space provided on ticket, and by signature of original purchaser, whose bona fides as a teacher or student entitled to reduced fare transportation on the ticket must be attested by president, bursar or principal of educational institution, as provided in certification coupon which will be included in special teachers' or students' tickets to be furnished to agents for the ticketing of this class of traffic.

## **W. E. Frame**

*(Continued from Page 19)*

Heights High School, Calgary, in 1924. He taught there until December, 1928, when he was appointed to the Department of Education supervisory staff.

From January, 1929, until 1934 he was inspector of schools with headquarters at Coronation. From 1934 to 1940 he was superintendent of schools for Drumheller School Division.

During World War II, Mr. Frame served with the Royal Canadian Ordnance Corps and went overseas with the Third Division as a Captain. He was Deputy Assistant Director of Ordnance Service with Canadian Military Headquarters in London and Administrative Officer, Borden Camp, England, rising to the rank of Major.

On his return to civilian life, Mr.

## **Exceptional conditions under which return portion of tickets may be exchanged**

When through illness or other extenuating circumstances, teachers or students are required to return to their homes during school year and do not expect to return to complete the scholastic term, the return portion of original ticket may be lifted on surrender of bona fide request from principal or dean of school or college and new ticket furnished free in exchange, valid for continuous passage to point of origin via same route as lifted ticket.

## **Stopovers**

Stopovers will be allowed on application to conductor at any point en route on going trip within ten days from date of sale, and on return trip within final limit.

## **Baggage**

Baggage may be checked in accordance with lawfully filed tariffs.

## **Extension of limit of tickets on account of illness, etc.**

Permitted in accordance with lawfully filed tariffs.

Frame was appointed Assistant to the Chief Superintendent of Schools in the Department of Education in 1944. In 1946 he was appointed Chief Superintendent of Schools, the post which he now holds.

Mr. Frame is Chairman of the Board of Teacher Education and Certification, a member of the Senate of the University of Alberta, and a member of the Alberta Board of the Canadian Institute for the Blind. He is a member of the Canadian Legion, the Edmonton Education Society, and a past master of the Masonic Order.

No higher tribute can be paid than to say that during his lifetime of service as a teacher and administrator he has never lost the common touch. William Edward Frame is a worthy recipient of honorary life membership in the Alberta Teachers' Association.



## Annual Report of the President

(Continued from Page 8)

proving our salary schedules. The effective minimum in the majority of locals is \$2,000 for the current year. Emphasis is now being directed to higher maxima. Two salary disputes reached an acute stage, those of Killam and West Jasper Place. At Killam it reached the point where a strike ballot had been conducted with a date for a strike about to be set. The West Jasper Place dispute went to the extent of a strike which lasted for five days. In both locals the teachers worked together in close cooperation with their locals and the Executive Council. It is indeed gratifying to see the teachers stand united in their demands for better salaries and better living conditions.

Many negotiators have been called on to assist in bargaining. To them we owe a debt of gratitude. I can only express my appreciation with many thanks for your willing and efficient services.

As your president, it has been my duty and pleasure to attend the Canadian Teachers' Federation conference at

Montreal, the meeting of the Canadian Teachers' Federation directors at Ottawa, the Conference of Representatives of Teachers' Organizations in the Western Provinces at Vancouver, and the Western Canada Conference of Teacher Educators at Saskatoon, and to present your resolutions to the Alberta cabinet. Many other meetings, too numerous to mention in this brief report, have occupied my time and efforts. This has called for considerable cooperation from my fellow staff members and my school board. I therefore wish to express appreciation for the assistance given to me by them.

In my opinion, the close cooperation of all members of the executive, effective and conscientious work by our office staff, and the loyal support of all teachers have been the highlights of this year's service.

Respectfully submitted,

**Lars Olson,**

President,

Alberta Teachers' Association.

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**A. W. Meredith, School and Library  
Division,**

1105 Federal Building,  
Toronto, Ontario

The Edmonton Separate School Board will make, during the next few months, several appointments to its teaching staff, duties to begin September 1, 1954. Interested teachers are invited to write to the undersigned for blank Application forms and Salary Schedules.

**A. A. O'BRIEN, Superintendent,**  
Edmonton Separate Schools,  
9807 - 106 St., Edmonton, Alberta.



## Techniques of Guidance

(Continued from Page 7)

class. Testing Pearl on November 15 and George on December 10 would, of course, invalidate comparisons based on equal units of instruction.

### Useful guidance inferences from the above diagram

Number 5 (Gail) appears to be a dull child potentially and her academic showing seems to confirm this apparent fact. Gail, then, is doing all right for Gail. There is no problem here. However, we must watch that Gail is given plenty of encouragement and that she is allowed some opportunities to shine before the class in areas of achievement other than the academic field.

Number 3 (Helen C.) quite likely has good intellectual potential (it is almost impossible to score too high on an intelligence test). However, her score on the achievement battery is considerably below the median score. Pupils like Helen C. (note the quadrant in which they are plotted) are usually labelled **underachievers**. Why are they not making use of their abilities? Emotional blocking? Lack of motivation? These are difficult questions which challenge the teacher.

Numbers 4 and 11 (Mary C. and Pearl) have below average intelligence (if we are to accept the ratings given—always

a question when only one quotient is available) and yet their achievement is **above** average. Good for them! However, we must watch that such children do not develop nervous behaviour symptomatic of the tension under which they are working. These people are called **overachievers**.

Numbers 1, 6, 9, and 10 (also Gail cited above) are achieving in accordance with expectations based on their intellectual status. Some of these pupils (such as number 1) **could** do better it would seem; but this is not as disturbing a case of underachieving as number 3 in the left upper quadrant of the scattergram.

### Teachers need guidance techniques

Teaching, with its emphasis on curriculum matters, is not separate from the guidance activities which have come to the fore of recent years. Certain aspects of guidance require special training, and this is the reason for guidance specialists in our schools. No teacher, however, can afford to ignore information about child growth and development. Teaching effectiveness is too dependent upon it. Guidance techniques, then, provide the teacher with information or methods of attack which tend to raise her status as a member of a profession.

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# NEWS

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## OUR LOCALS



### Berwyn-Dixonville-Grimshaw Sublocal

A very enjoyable meeting was held in March with the teachers of Brownvale as hosts. The discussion portion of the meeting centred around curriculum faults and virtues. Many expressions of opinion were heard, with the language course in the intermediate school proving to be the most contentious point of all. The Brownvale teachers presented a film, "Liquid Lore," which was enjoyed by all.

### Czar-Hardisty Sublocal

The teachers of the sublocal met at Czar on May 12. Topics under discussion were the track meet, AGM convention report, and summer rally. The track meet is to be held at Hughenden on May 28. Mrs. J. Saville gave a very interesting and comprehensive report on the recent AGM convention.

The summer rally of the local will be held at Czar Lake on June 5. The Czar teachers will be in charge of arrangements.

### Foothills Local

Dr. G. L. Mowat, high school inspector, was the guest speaker at the annual banquet of the local which was held on April 28 in the High River Memorial Centre. Dr. Mowat discussed some of the criticisms levelled at our modern educational program: neglect of the skills, watered-down courses, lowered standards, too many electives and too little discipline.

Also speaking briefly was Mr. C. M. Laverty, superintendent of the Foothills School Division. Mr. Laverty urged the teachers to foster better public relations. Mr. Laverty is one of the eight Alberta superintendents who have been appoint-

ed to take part in the three week educational course at Edmonton in May. Made possible by a grant from the Kellogg Foundation of Battle Creek, Michigan, the conference will include educationists from across Canada. The theme of the course is Educational Leadership in the Superintendency.

President Richard Cunningham presided at the banquet. A "barber shop" quartette, including Charles Clark, John Pickersgill, Richard Cunningham and Bill Switzer, entertained with selections. Films were shown by Douglas Pakenham of Blackie.

### Grasswold Sublocal

The regular meeting of the sublocal held at Rockyford on April 8 was well attended. Five high school students from St. Rita gave short, well-prepared speeches on a variety of current topics. These were followed by impromptu one-minute talks by other students. The teachers appreciated the opportunity to see what these students had accomplished in Oral English. A short discussion period was followed by the business meeting.

### High Prairie Sublocal

At the sublocal meeting for May, the annual track meet was the main subject of discussion. It was decided to hold the meet on May 21. It was thought that more events should be entered in Class E for the younger group. A committee consisting of Miss Melnyk, Miss Krupka and Mr. Rooney was nominated to handle the details of the track meet. A report on the AGM held at Calgary was given by Mrs. Bannister of Faust. The six-weeks' course was the main item



of interest. A very interesting and informative talk was given by Miss Greeley on her teaching experiences in Costa Rica.

### **Medicine Hat Rural Local**

Regular monthly meetings of this local have been held with emphasis this term on bettering living conditions of teachers within the division with regard to rentals, supplies, etc. Twenty-one teachers were present at the April meeting. A banquet is planned for May to culminate the year's work.

### **Spirit River-Rycroft Sublocal**

The sublocal held its monthly meeting on May 7, at the Rycroft School. The main topic of the evening was the coming track meet, now scheduled for May 21. The meet includes all schools in the Spirit River School Division No. 47, and is to be held at Rycroft as in the past.

The track meet committee, consisting of four principals and one teacher, namely, J. Pomeroy of Eaglesham, S. Wishloff of Wanham, B. Russell of Spirit City, and R. Schneider and Mrs. Ethel Lazoruk of Rycroft, has been very busy with plans and has now released full information on the meet. Details should be in the hands of all teachers shortly. Winners showing great ability will proceed to the zone track meet in June.

### **Spirit River Local**

A meeting of the teachers of the Spirit River School Division was held in Spirit River on April 10. Thirty-six teachers were present.

A track meet is to be held in Rycroft on May 21. Mrs. Ethel Lazoruk was elected delegate to the Banff Workshop. The Teachers' Convention Committee appointed consists of: Miss E. Fildes, Mrs. M. A. Knox, and Miss Anne Konopelka.

## **Professionally Speaking**

*(Continued from Page 6)*

any improvement in their professional training.

### **Board of Teacher Education and Certification**

The Executive Council is of the opinion that the Minister of Education ignored his advisory body, the Board of Teacher Education and Certification, in both the matter of the six-weeks' student-teacher program and the proposal to lower requirements for permanent cer-

tification. Members of the Executive Council felt that not only was this to be regretted, but that it appeared to be a dangerous practice. There was question of the future usefulness of the Board under present circumstances. Alberta Teachers' Association representatives were instructed to express regret that the Board of Teacher Education and Certification was not consulted before the six-weeks' teacher-training program was introduced in the legislature.

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# School Broadcasts Branch Appointments

## Richard A. Morton

The appointment of Richard A. Morton to the position of Supervisor of School Broadcasts has been announced. He assumed his new duties on May 17, succeeding Mr. L. R. Gue, who has taken other work in the government service.

Mr. Morton has considerable teaching experience having taught school for fourteen years. For the last six years of his teaching career he was principal of Sangudo High School. He has been a member of the staff of Radio Station CJCA for the past five years and brings to his new position a thorough knowledge of radio work. Mr. Morton has also been very active in community organizations and in this connection has had considerable experience in writing and producing musical and dramatic programs.

Mr. Morton received his early education in Calgary and is a graduate of the

University of Alberta. He is married and has two sons.

## Mrs. Helen Jackman

Mrs. Helen Jackman recently assumed her new duties as Script Editor in the School Broadcasts Branch of the Department of Education.

Mrs. Jackman received her early education at Ardrossan and Clover Bar and later attended the Camrose Normal School. After graduation she taught at Viking, Holden and Westlock. She left teaching to go into radio work as announcer-operator with Radio Station CFRN, and later spent three years as women's commentator for Radio Station CBX. The field of school broadcasts is not a new one to Mrs. Jackman as she has been associated with the School Broadcasts Branch as a script writer for several years.

## Annual Report of the General Secretary

*(Continued from Page 17)*

working for, and through their profession.

The Association still has problems that are critical, such as our pension fund, salaries, transfers, publicity, public relations, teacher training and certification, living accommodation for teachers, hospital and medical benefit schemes, liability insurance, and, perhaps the most important of all, the right to be consulted by the Department of Educa-

tion about everything dealing with teachers and schools.

I wish to thank the president and other members of the Executive, members of the staff, the councillors, locals, teachers, and others who have assisted the Association in any way during the year 1953-54.

**Eric C. Ansley,**

General Secretary-Treasurer,  
Alberta Teachers' Association.

## Current Events Annual

1954 EDITION (Ready May 1st)

This Annual gives a summary of the important world events of the past year in a concise and clear organization which is especially helpful for students and teachers who have the Current Events and Social Studies sections of the School Course in mind. For others it gives a very effective account of background material for understanding the world situation today and presents each event showing why such events have become the news of today.

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## Our Library

(Continued from Page 42)

tive, contemporary events are recalled and fitted into the puzzle of national growth—the conscription issues of 1917 and 1944, the Winnipeg Strike of 1919, the Byng-King constitutional quarrel of 1926, the railway problems of the 1930's, the "march" on Ottawa of 1935, the rise of splinter parties during the 30's.

The author assumes on the whole an impartial attitude in his interpretation and estimate of events and crises. It is just upon certain occasions that one can sense Liberal and "Canadien" sympathies.

N.J.K.

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## William Aberhart

(Continued from Page 19)

giving a series of public addresses during two successive summers prior to the provincial election on August 22, 1935. Following the sweeping victory of the Social Credit movement, Mr. Aberhart was called to form the government and he became Premier and Minister of Education.

Mr. Aberhart was Minister of Education from September 3, 1935, to the time of his death on May 23, 1943. From the day he took office he was a sincere and consistent friend of teachers. During his stewardship of educational affairs he did all that he could do to make schools a better place for children to attend, and teaching a calling of dignity and respect.

While the establishment of the large unit of school administration is probably the contribution for which Mr. Aberhart is most widely known, he also sponsored *The Teaching Profession Act*, and later in 1939, *The Teachers' Retirement Fund Act*.

William Aberhart was a man of controversy. In an era when economic defeatism was rampant he adopted the principle of active reform. In spite of widespread animosity he completely revolutionized concepts of rural educational administration. His *Teaching Profession Act* had no precedent anywhere in the world in 1935. Since then the principles of the large unit of school administration and of *The Teaching Profession Act* have been copied widely throughout Canada.

In the words of the late Dr. John W. Barnett, "Mr. Aberhart might easily have been tempted to forget his school background with a shrewd eye on the electorate, and have left alone many things that other provincial governments have been too timid to touch. But that was not his way; whatever of good his hand found to do, he did with all his might. We honour his memory."



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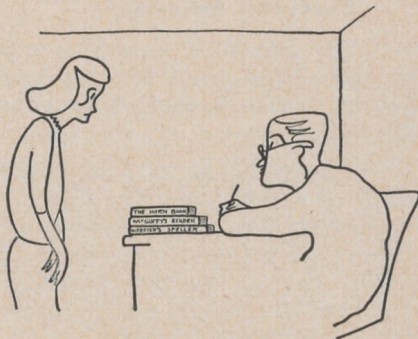
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### **Executive Meetings**

The Pre-AGM Executive meeting was held in Calgary on April 17 to make final plans for the Annual General Meeting. The resolutions passed by the Meeting were considered by the Post-AGM Executive on April 22.

The Executive met on May 7 and 8. The agenda included: appointment of committees, a report of the Discipline Committee, educational research, plans for a publicity program, what to do about the new regulations for student-teachers and proposed training program for the six-weeks' course, and the proposals to grant permanent certification after one year of training and to issue letters of authority to persons without any professional training.

### **Annual General Meeting, Calgary, April 19, 20 and 21, 1954**

This Annual General Meeting will undoubtedly be recorded as one of the most important in the history of the Alberta Teachers' Association. Little time was spent, and none was wasted, on resolutions of relatively minor significance. *The Emergency Teacher Training Act*, and the regulations about the six-weeks' course, outlined by Dr. W. H. Swift, required the major part of three days. The general tone of the Annual General Meeting was serious, if not grim. Throughout Alberta 7,200 teachers were waiting for direction from their delegate assembly of 200 representatives.

The Annual General Meeting was uneasy about the ramifications and implications of *The Emergency Teacher Training Act*. The teachers could see thirty or more years of working for higher qualifications washed out by the new bill and the proposed revisions of regulations for certification. There was also a feeling of futility about protesting, because of the extraordinary control the Minister of Education has of the teaching profession. Eight resolutions were passed for the guidance of the Executive in dealing with the six-weeks' course, and the further proposal to grant permanent certification after one year of training. Please read these resolutions carefully. They are numbers C66 to C68 and C70 to C74 on pages 40 and 41.

Another resolution was passed, without much comment, about the organization of the Alberta Advisory Committee on Educational Research. This resolution marks the end of twenty years of looking for some way in which the Alberta Teachers' Association could establish educational research on a sound and permanent basis. The Educational



Research Committee should be as permanent as the University of Alberta. It is supported by the University, the Faculty of Education, the Alberta School Trustees' Association, the Alberta Federation of Home and School Associations Incorporated, and the Alberta Teachers' Association. Some grants have already been received and several projects are already underway. The first research publication is planned for January, 1955. The Alberta Teachers' Association is making an immediate grant of \$1,000. Every local is urged to apply for a group membership. Provision will also be made for individuals interested in educational research to be members.

### The Six-weeks' Course

After the passing of *The Emergency Teacher Training Act*, regulations about the six-weeks' course were approved by Order-in-Council. A meeting of the Board of Teacher Education and Certification was called for April 26 to deal with these regulations, the proposed training program for the course, and the proposal that permanent certification be granted after one year of training (one year interpreted to include three six-weeks' courses). The regulations about the six-weeks' course were presented to the Board of Teacher Education and Certification after they had been passed by Order-in-Council. The Executive of the Alberta Teachers' Association was not pleased with two sections of the proposed training program. One was that "experienced rural teachers will be needed to assist in Education 106 workshop periods." The second was that student-teachers who take the six-weeks' course should be assigned to schools in September "under the direction of a fully qualified teacher in order that the student may gain experience in teaching and classroom management."

It should be understood by teachers and the public that the Alberta Teachers' Association has a professional responsibility to improve the qualifications of teachers, with the objective of having a teacher with at least four years of training in every classroom in the province. This responsibility should be interpreted to include encouraging young people who wish to enter the teaching profession to take as much training in the Faculty of Education as possible before accepting charge of a classroom. If high school graduates ask teachers for advice, the teachers should consider it a professional duty to point out the advantages of the Bachelor of Education four year program, with two years of training as a minimum.

Teachers now teaching, who do not have a degree, also have a responsibility to improve their training through regular sessions and/or summer school. Last year 1,625 teachers attended the University of Alberta Summer School and obtained over 3,000 course credits. In the last regular session 1,002 were enrolled in the Faculty of Education at Edmonton and Calgary.

The Alberta Teachers' Association policies concerning teacher-training are perfectly clear, and should be understood by every member of our profession. The next year or two will determine whether or not the public will support our campaign for higher qualifications for teachers.



## Other Meetings

The Recruitment Committee met on April 13, and the Discipline Committee on April 23.

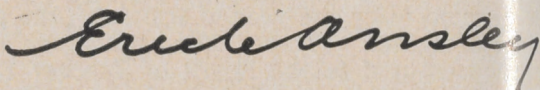
The convention of the Alberta Federation of Home and School Associations Incorporated was held in Edmonton on May 11, 12 and 13.

The Canadian Education Association Kellogg Project met in Edmonton from May 10 to 29.

## Teachers' Retirement Fund

The Teachers' Retirement Fund Board met on May 13, and the following officers were elected: T. D. Baker, chairman; R. D. Henderson, vice-chairman, and Eric C. Ansley, secretary-treasurer.

It is expected that the actuarial survey will be completed by June 15.



## Retiring Teachers

The Board of Administrators, Teachers' Retirement Fund, wishes to remind all retiring teachers that pensions do not start automatically and that it is necessary for them to make application. **All teachers, who plan to retire as at June 30, 1954,** are urged to contact the Board as soon as possible so that the granting of their pension, will not be delayed. Formal application for pension **must be filed in the office before September 1, 1954** (see 9 [f]). Address all letters to Barnett House, 9929 - 103 Street, Edmonton, Alberta.

Eric C. Ansley,  
Secretary,  
Board of Administrators.

### By-law No. 1 of 1948

9. (a) Any teacher who retires from teaching service upon or after attaining the age of sixty years, and who has completed not less than fifteen years of pensionable service, shall be paid a normal pension out of the Fund upon his written application to the Board.
- (f) Unless otherwise ordered by the Board, a pension shall commence on the first day of the month next following the receipt by the Board of the application unless salary as a teacher is then currently accruing to the applicant in which case it shall commence on the first day of the month next following cessation thereof; and shall accrue and be paid monthly in equal installments on the last day of each month.